# **AFRICAN NATIONAL CONGRESS**

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Saver Street Johannesburg 2001 PO Box 61884 Marshallown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za



EXTRACT OF MINUTES OF NATIONAL EXECUTIVE COMMITTEE (NEC) MEETING HELD BETWEEN 27 and 28 JANUARY 2023 AT THE ESSELENPARK CONFERENCE CENTRE, KEMPTON PARK

# **DELEGATION OF AUTHORITY**

# NOTING:

THAT Rule 12.2.13 of the ANC Constitution confers upon the NEC the power to institute and defend legal proceedings;

THAT it is impractical for the NEC to exercise this power as a structure which meets periodically;

THAT the NEC is desirous of delegating this power to the Secretary General and the Deputy Secretaries General as full-time administrative officers of the organisation;

THAT the NEC is desirous of delegating to the Secretary General and the National Office Bearers its power to take all steps necessary or warranted for the due fulfilment of the aims and objectives of the ANC and the due performance of the NEC's duties and that the said delegation of power does not include the power to bind the ANC or create any legal relationship envisaged in Rule 30 of the ANC Constitution which is the exclusive prerogative of the National Officials.

### RESOLVED:

- 1. THAT the NEC delegates to FIKILE APRIL MBALULA, in his capacity as Secretary General, and NOMVULA PAULA MOKONYANE, in her capacity as First Deputy Secretary General and MAROPENE RAMOKGOPA in her capacity as Second Deputy Secretary General, the power to institute and defend legal proceedings on behalf of the ANC, to sign all documents necessary in that regard and to instruct attorneys and advocates to act on behalf of the ANC;
- 2. THAT the NEC delegates to the Secretary General and the National Officials the power to take all steps necessary or warranted for the due fulfillment of the aims and objectives of the ANC and the due performance of the NEC's duties and to provide reports to the NEC from time to time in this regard.

President: C Ramaphosa, Deputy President: P. Mashatile National Chairperson: G Mantashe Secretary General: F. Mbalola, First Deputy Secretary General: N. Mokonyane, Second Deputy Secretary General: M. Ramokgopa, Treasurer-General: G. Ramokgopa

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CERTIFIED ATRUE COPY

GWEDE MANTASHE

NATIONAL CHAIRPERSON

ATRICAN NATIONAL CONGRESS

28 JANUARY 2023

ANC

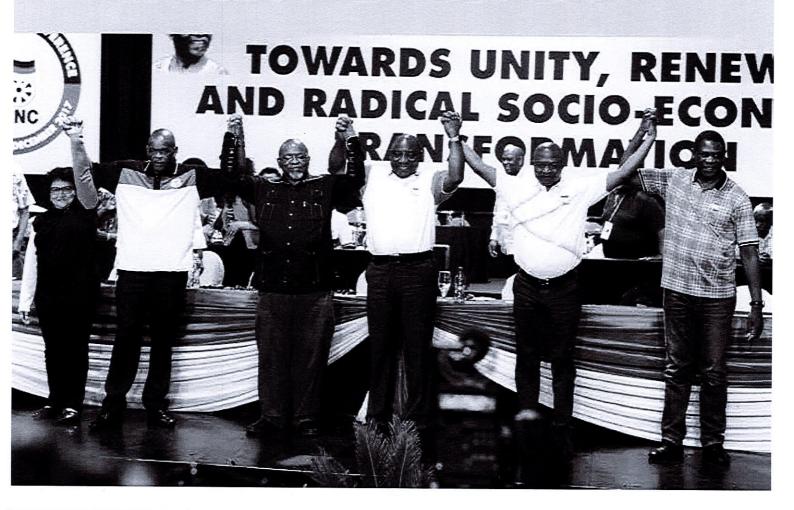
President: C Ramaphosa, Deputy President: P. Mashatile National Chairperson: G Mantashe Secretary General: F. Mbalula, First Deputy Secretary General: N. Mokonyane, Second Deputy Secretary General: M. Ramokgopa, Treasurer-General: G. Ramokgopa

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# 54<sup>TH</sup> NATIONAL CONFERENCE REPORT AND

REPORT AND RESOLUTIONS



- the above support and programmes for our work among the people.
- The Secretary's office at all levels must monitor the achievements and outcomes of each programme and take the necessary action to address weak implementation.
- 3. Include a permanent elections and sectoral work capacity at national, provincial and regional level
- 4. Branch audits should include the Programme of Action as an indication of the life of the branch.

# CADRE DEVELOPMENT

# Noting

- Our deployment of cadres in many areas of work
- The challenges faced by our structures, public representatives and members
- The rapid turnover in leaders and public representatives
- The cadre development resolutions adopted by previous conferences
- The need for all cadres to understand the goals, values, policies, principles and the programmes of the ANC
- The need to develop the capacity of cadres deployed to higher levels of government and management

# RESOLVES:

- 1. All ANC members must do the membership induction course during the probation period to be trained in the goals, values, principles and structure of the ANC. All BECs must be inducted with the BEC induction programme. THE Induction courses should also be available online
- 2. All REC, PEC and NEC members must attend an induction course as soon as they assume office
- All councillors must be inducted for at least three days in the ANC approach to local government as well as the work we expect from councillors
- 4. The political school curriculum must be completed in an online version for branch study group or individual use by mid 2018. All ANC cadres available for selection as leaders and candidates must complete the school and pass the courses.
- All leaders and candidates for deployment to government must ensure that they build their skills and qualifications to enhance their capacity
- 6. The ANC should develop a real and virtual discus-

- sion forum on topical issues to help inform our structures of positions on current debates
- Our communication to branches should be improved and include more topical political and news analysis.
- 8. Radio Freedom and any other vehicle (like podcasts) should be used to spread the ideas of the ANC and help us in the battle of ideas.
- The ANC should ensure that leaders deployed in government go through compulsory, regular and ongoing development; in addition to the responsibility of individuals to continually develop themselves.

# **ELECTIONS**

# Noting

- Our declining levels of support and inability to implement our complete election campaign strategy
- Decreasing campaign management capacity and inability to maintain data on supporters and respond to issues
- Our inability to communicate coherently and get leaders to stay on message
- The candidate selection process and controversy that surrounds it in some areas
- The change in VD and ward boundaries that affect ANC branches and the fact that urbanisation happens mostly in our wards. Delaying re-demarcation for more than one 5 year period negatively affects our vote as more voters have the same vote as less voters in wards that do not grow. And that it will be unconstitutional as wards must be within 10% the same size
- A tendency to insult voters by "gifts" of food parcels and blankets before elections as a substitute for effective service delivery
- An increase in dirty tactics by political parties in local elections, like "bussing" voters to register outside their own ward and intimidation to stop voters from participating.

# RESOLVES

- Building a professional and permanent election capacity at national and provincial level, instructing the NEC and other leadership collectives to implement the resolution on maintaining full-time election capacity at national, provincial and regional level.
- 2. Building on the ANC national cloud data base and

# **AFRICAN NATIONAL CONGRESS**

# 53rd National Conference RESOLUTIONS



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the Policy Conference further recommend that the 53rd National Conference should declare the next decade a Decade of the Cadre in which there will be a key focus on the ideological, political, academic and moral training of a critical mass of ANC members.

- The One Million Members Campaign should be buttressed by a national programme to develop and transform most ANC members into activists and cadres who will be at the cutting edge of the on-going struggle fundamental political, social and economic transformation of our country. Accordingly, ANC members should understand fully what it takes for a member to go through the full cycle of becoming and remaining a tried and tested cadre. It must be clear that joining the ANC is the beginning of a long journey towards becoming a cadre.
- In the new phase of the NDR, deployment should always be preceded by systematic academic, ideological, and ethical training and political preparation. Cadre Deployment should be underpinned by a rigorous system of monitoring and evaluation of the performance of cadres deployed and elected to leadership positions. This will avoid a situation wherein leadership assessment and evaluation take place only in the run-up to conferences.
- It is in this spirit that the establishment and rollout of the ANC's comprehensive political school system national, provincial, regional, sub-regional/zonal and branch level is an urgent task during the Decade of the Cadre.
- The ANC veterans and former combatant of MK should be deployed in the programme of rolling out the political education cadreship development programme. This applies to individuals whose conduct is beyond reproach. The proposal that cadre deployment should also consider academic qualifications.
- The ANC should adopt a programme to raise the level of literacy, education and skills among its members as part of the

- nation-wide campaign to make education and training a national priority.
- The ANC should be a specific focus on the recruitment, political and ideological training of students and young intellectuals
- 8. Conference further instructs the incoming NEC to develop and implement programme to give effect to the next ten years being declared a Decade of the Cadre

# On safeguarding core values

- Having noted that the gradual erosion of the core values of the ANC threatens its continuing existence in the second centenary, Conference agrees unanimously that safeguarding and promoting the core values of the ANC constitute one of the key tasks of second phase of the transition. The promotion of our core values should be undertaken within the context the ideological struggle to cultivate progressive values among all South Africans as part of building a national democratic society.
- Conference reaffirms the NGC resolution on the setting up of the Integrity Commissions at all levels of the organisation. More urgent steps should be taken to protect the image of the organisation and enhance its standing in society by ensuring, among others, that urgent action is taken to deal with public officials, leaders and members of the ANC who face damaging allegations of improper conduct. In addition, measures should be put in place to prevent abuse of power or office for private gain or factional interests. The ANC can no longer allow prolonged processes that damage its integrity.
- Conference supports the rules on lobbying and called on the NEC to ensure that they are form part of conference rules. However, the idea that those wishing to stand for election should be given an organisational platform to campaign was rejected.
- Conference emphatically condemned factionalism as well as the practice of slates during conferences. In addition, delegates called for the ANC to tackle the underlying roots of these problematic practices which

# ANC DEPLOYMENT POLICY (As Adopted by the NEC: 11 – 13 July 2008)

# 1. INTRODUCTION

- (a) The organisation shall base its guidelines and procedures for deployment within and outside ANC structures on the ANC Deployment Policy.
- (b) Notwithstanding what is stated above, internal democratic processes of producing lists for the national assembly, legislatures and municipal committees shall be adhered to.
- (c) A National Deployment Committee shall be established to guide in the implementation of this policy.
- (d) All definitions used in this document shall be for the sole purpose of explaining the process of deployment within the ANC.

# 2. POLITICAL AND STRATEGIC FRAMEWORK

# (a) The ANC as the Governing Party

- (i) As the ANC, we recognize that we are presently the majority and the governing party in the Republic of South Africa.
- (ii) We further recognize that through our proper strategic framework we will continue to be the major political force in the country.
- (iii) Furthermore, the ANC Constitution, the Freedom Charter, the ANC Strategy and Tactics and the National Conference Resolutions are all policy documents that shall build an important cornerstone of our Deployment Strategy.
- (iv) Our approach to deployment shall reflect a better understanding of the mandate derived from these documents.

### (b) The ANC Constitution

The ANC Constitution as amended and adopted at the 52nd National Conference in December 2007 shall be the foundation pillar of our Deployment Policy.

# (c) Freedom Charter

(i) The Freedom Charter and the principles enshrined in it shall be the second foundation pillar of our Deployment Policy.

# (d) ANC Strategy and Tactics

(i) The ANC Strategy and Tactics document as amended and adopted at the 52<sup>nd</sup> National Conference in December 2007 shall be the third foundation pillar of our Deployment Policy.

# (e) Resolutions of ANC National Conferences

(i) The Deployment Policy shall be amended in accordance with resolutions adopted at ANC National Conferences.

# (f) Resolutions of the NEC

- (i) The NEC shall in terms of Rule 12.2.i of the ANC Constitution "issue documents and other policy directives as and when it deems fit." And
- (ii) Under Rule 26.1 "The NEC may adopt rules and regulations for the better carrying out of the activities of the ANC."

### 3. DEFINITIONS

# (a) Member of the ANC:

- (i) The standard use of the word 'member' is that of a person belonging to a club, group or political party/organisation;
- (ii) Rule 4 in the ANC Constitution addresses membership of the organization. Therefore in this context the word "membership" shall whenever used in this document have the same meaning as contained in the ANC Constitution;
- (iii) Furthermore, being a "member" shall mean that one has formally applied for membership of the organisation and is duly issued with the membership card as confirmation, i.e. card-carrying member;
- (ix) The ANC Constitution does not have a definition of membership that would imply who, among its members, may be considered to be a cadre; and
- (v) The Deployment Policy shall now for the purpose of clarity and for the need of building and developing the organisation make a clear distinction between a "member" and a "cadre", as shall be explained below.

# (b) Cadre of the ANC:

(i) The conventional use of the word 'cadre' is that of a person with special attributes. Such combination of words as "key personnel", "highly trained", "a permanent nucleus or framework of a political or military unit", or "special unit" would best depict some of the aspirations of a cadre.

- (ii) The ANC defines a 'cadre' only by implication. In documents or speeches of its leaders, especially those encompassing the period of exile when it was a banned organisation, it can be understood to mean a member of the organisation who:
  - · has been with the organisation for sometime;
  - has received some form of training from the organisation and is knowledgeable about the organisation itself;
  - has a particular profession gained from within the organisation;
  - is an embodiment of the principles of the organisation, the life, the body and soul of the ANC and the National Revolutionary Movement;
- (iii) The ANC Strategy and Tactics document as amended and adopted at the 52<sup>nd</sup> National Conference in December 2007 states: "And wherever they are to be found, ANC cadres should act as the custodians of the principles of fundamental social change; winning respect among their peers and society at large through their exemplary conduct. They must be informed by values of honesty, hard work, humility, service to the people and respect for the laws of the land."
- (iv) Furthermore, in this document under the heading "Organisational Leader Of Change: Character Of The African National Congress" the following is stated:
  - "Given the vision of a national democratic society and the motive forces of change, what should be the character of the movement to lead social transformation? To carry out the NDR in the current phase requires a progressive national liberation movement which:
  - understands the interconnection between political and socio-economic challenges in our society;
  - leads the motive forces of the NDR in pursuing their common aspirations and ensuring that their sectoral interests are linked to the strategic objective;
  - masters the terrain of electoral contest, utilises political power to advance the objectives of the NDR and wields instruments of state in line with these ideals as reflected in the National Constitution;
  - organises and mobilises the motive forces and builds broader partnerships to drive the process of reconstruction and development, nation-building and reconciliation; and
  - conducts itself, both in its internal practices and in relation to society at large, in line with the ideals represented by the NDR and acts as a microcosm of the future.

The African National Congress is such a movement."

- (v) Therefore the following shall be among the traits found in the personal attributes of an ANC member who has to become a cadre: The member shall:
  - have received a thorough induction on the organisation;
  - received special training designed and acquired through the structures of the organisation;
  - be ready to protect the constitution of the ANC and interpret its provisions and the policies in such a way that it encourages and builds unity within the movement;
  - be beyond reproach at all times;
  - be fair, consistent, fearless and at all times be disciplined;
  - be committed to collective and organisational processes;
  - be able to take criticism and learn from it;
  - be the custodian and guardian of the organisation at all times wherever and whenever he/she is;
  - · always respond to the call of the ANC;
  - be able to combat factionalism, any attack on the organisation and sectarianism at all times;
  - not be driven by material or financial gains at the expense of the principles and policies of the organisation;
  - display integrity, humility and commitment to serve the people;
  - always put the interest of the organisation first; and
  - have received advanced training from the ANC Political School.

# (c) Supporter and Sympathiser of the ANC:

- (i) Firstly, this individual is not a card-carrying member of the ANC. This individual either supports or sympathises with:
  - all or part of the aims and objectives of the ANC, and/or
  - all or part of the programmes of the ANC; and/or
  - all or part of the activities undertaken by the ANC.

- (ii) Secondly, this individual might be a card-carrying member of a party and/or organisation which supports and/or sympathises with:
  - all or part of the aims and objectives of the ANC, and/or
  - all or part of the programmes of the ANC; and/or
  - all or part of the activities undertaken by the ANC.
- (iii) Thirdly, this individual might be a card-carrying member of a party and/or organisation which opposes:
  - · all or part of the aims and objectives of the ANC, and/or
  - all or part of the programmes of the ANC; and/or
  - all or part of the activities undertaken by the ANC.

# (d) Deployment:

- (i) The following definition should be read together with paragraph 55 to 57 and paragraph 59 of the ANC 52<sup>nd</sup> National Conference 2007 Resolutions see annexure A & B below.
- (ii) Deployment is a process defined by the ANC as the time to identify cadres and members with the required personal attributes and relevant skills who must serve in particular key centres of power and in other levels of both public and private sectors.
- (iii) Therefore deployment in the ANC shall be summarised as having only one meaning: that is identifying those individuals with the required personal attributes and the relevant academic qualifications who are prepared to serve and put the interest of the people first at all times.
- (iv) All members and cadres so deployed shall at all times owe their allegiance to the organisation and not to individual members within the organisation.
- (v) The ANC must also recognize that there are individuals of rare talent and skill amongst South African Citizens who are not members. Such individuals who subscribe to the principles and values of the South African Constitution will be considered to be deployed to specific areas of need and speciality.
- (vi) Deployment shall be carried out in the following order of preference:
  - Cadre
  - ANC member
  - Supporter/sympathizer
  - Non ANC member

# (e) Key Centres of Power:

These are

- (i) The State
- (ii) The Economy
- (iii) Organisational Work
- (iv) Ideological struggle, and
- (v) International work
- (vi) Civil Society Organisations

# 4. COMPOSITION OF DEPLOYMENT COMMITTEES

# (a) National Deployment Committee (NDC):

- (i) It shall consist of not less than nine (9) members that include the Deputy President, Deputy Secretary-General and seven (7) others.
- (ii) The seven additional members under 4 (a) (i) shall include two (2) representatives of the ANC Alliance partners that shall only act as a point of reference.

# (b) Provincial Deployment Committee (PDC):

- (i) It shall consist of the Chairperson, the Secretary, and seven (7) others.
- (ii) The seven additional members under 4 (b) (i) shall include two (2) representatives of the ANC Alliance partners that shall only act as a point of reference.

# 5. DEPLOYMENT OF PRESIDENT OF THE COUNTRY

# (a) Criterion (Qualities):

(i) As determined by the National Elective Conference of the ANC.

# (b) Rules:

- (i) 52<sup>nd</sup> National Conference Resolution 57 "At national government level, Conference agrees that the ANC President shall be the candidate of the movement for President of the Republic."
- (ii) Occupation of the Office of the Presidency shall be for not more than two consecutive terms;

# (c) Procedures:

(i) The procedures to be followed shall be those stipulated in the ANC Constitution and the constitution of the country.

### 6. DEPLOYMENT OF PREMIERS

- (a) Criterion (Qualities): In addition to all the qualities that characterises a cadre of the ANC under 3 (b) (v) above, this cadre shall:
  - (i) display good leadership qualities: integrity, good communication capabilities, consistency, transparency, ability to bring out the best in people and be able to treat all people with dignity and respect;
  - (ii) be fully adherent to the policies, programme and the Constitution of the ANC;
  - (iii) display a comprehensive understanding of his/her leadership of the ANC, the state and society; and
  - (iv) display a comprehensive understanding of the international situation.

# (b) Rules:

- (i) 52<sup>nd</sup> National Conference Resolution 57 "At provincial government level, the PEC should recommend a pool of names of not more than three cadres in order of priority who should be considered for Premiership, and the NEC will make a final decision based on the pool of names submitted by the PEC. Those members of either the PEC or NEC who are being considered for deployment should recuse themselves when decisions affecting them are made."
- (ii) Occupation of the Office of the Premier shall not be for more than two consecutive terms:

# (c) Procedures:

(i) The procedures to be followed shall be those stipulated in the ANC Constitution and the provincial legislation.

# 7. DEPLOYMENT OF MAYORS

- (a) Criterion (Qualities): In addition to all the qualities that characterises a cadre of the ANC under 3 (b) (v) above, this cadre shall:
  - display good leadership qualities: integrity, good communication capabilities, consistency, transparency, ability to bring out the best in people and be able to treat all people with dignity and respect;
  - (ii) be fully adherent to the policies, programme and the Constitution of the ANC;
  - (iii) display a comprehensive understanding of his/her leadership of the ANC, the state and society; and

(iv) display a comprehensive understanding of the international situation.

# (b) Rules:

- (i) 52<sup>nd</sup> National Conference Resolution 57 "At local government level, the REC should make recommendations of not more than three names of cadres in order of priority who should be considered for mayorship, and the PEC will make a final decision based on the pool of names submitted by the REC. Those members of either the REC or PEC who are being considered for deployment should recuse themselves when decisions affecting them are made."
- Occupation of the Mayoral Office shall not be for more than two consecutive terms.

# (c) Procedures (implementation):

(i) The procedures to be followed shall be those stipulated in the ANC Constitution and the municipal legislation.

# 8. DEPLOYMENT IN THE OTHER CENTRES OF POWER

# (a) Cabinet:

(i) The prerogative of the President to appoint and release members of cabinet shall be exercised after consultation at least with the officials of the organisation.

# (b) Members of the Executive Council:

(i) The prerogative of the premiers to appoint and release members of executive councils shall be exercised after consultation at least with the chairperson and/or secretary of the province and the Secretary-General of the ANC, [because of 6 (b) (i) above];

# (c) Members of the Mayoral Committee

 The prerogative of the mayors to appoint and release members of mayoral committees shall be exercised after consultation at least with the chairperson and/or secretary of the province, and the Secretary-General of the ANC;

# (d) National Assembly/ Members of Parliament:

(i) National lists & MPs: through the ANC internal democratic process and the constitution of the country.

# (e) Legislatures/ Members of the Legislature:

(i) Provincial lists: through the ANC internal democratic process and the provincial legislation.

# (f) Local Governments:

(i) Municipal lists: through the ANC internal democratic process and the municipal legislation.

# (g) Parastatals (Public Owned Entities)

- (i) The Deployment Committees shall ensure that the best among cadres/members/supporters/non-ANC members are identified.
- (ii) It shall be important to follow the normal recruitment procedures.

# (h) Independent statutory commissions, agencies, boards

(i) The Deployment Committees shall generate three names of the identified cadres/members/supporters/non-ANC members.

# (i) Ambassadorial appointments and posts

- (i) The Deployment Committees shall generate three names of the identified cadres/members/supporters/non-ANC members.
- (j) International organisations and institutions

# 9. NON-STATE CENTRES

Influence deployment in the following areas:

# (a) Business

- (i) Financial
- (ii) Industrial
- (iii) Agricultural
- (iv) Small & Medium

# (b) Social & Cultural Institutions

- (i) Religious bodies
- (ii) Sports bodies
- (iii) Cultural organisations
- (iv) NGO

# 10. RECALL, REDEPLOYMENT AND WITHDRAWAL

(a) It should be given that those structures with the authority to deploy should also have the authority to recall, redeploy and withdraw a cadre/member from any deployment. Any such recall, redeployment and withdrawal shall be done with justifiable reasons.

### **ANNEXURE A**

# ANC 52<sup>ND</sup> NATIONAL CONFERENCE 2007 RESOLUTIONS "DEPLOYMENT OF CADRES

- 55. Conference affirmed that the ANC remains the key strategic centre of power, which must exercise leadership over the state and society in pursuit of the objectives of the NDR. This means that the structures and collectives of the movement must make the decisions on the direction our country should take collectively.
- 56. Conference thus instructs the incoming NEC to review the political management of the deployment process and ensure the implementation of the 1997 Resolution on Deployment, with a view to strengthening collective decision-making and consultation on deployment of cadres to senior positions of authority. This includes strengthening the National Deployment Committee.
- 57. The conference further decided on the following specific approaches with regards to deployment, as discussed at the National Policy Conference:
  - At local government level, the REC should make recommendations of not more than
    three names of cadres in order of priority who should be considered for mayorship, and
    the PEC will make a final decision based on the pool of names submitted by the REC.
    Those members of either the REC or PEC who are being considered for deployment
    should recuse themselves when decisions affecting them are made.
  - At provincial government level, the PEC should recommend a pool of names of not
    more than three cadres in order of priority who should be considered for Premiership,
    and the NEC will make a final decision based on the pool of names submitted by the
    PEC. Those members of either the PEC or NEC who are being considered for
    deployment should recuse themselves when decisions affecting them are made. The
    provincial leadership, especially Officials, should be afforded space to make an input on
    the deployment of MECs.
  - At national government level, Conference agrees that the ANC President shall be the
    candidate of the movement for President of the Republic. \* The prerogative of the
    President, premiers and mayors to appoint and release members of cabinet, executive
    councils and mayoral committees should be exercised after consultation with the
    leadership of the organisation.
  - The incoming NEC should develop criteria for candidates to be deployed to senior positions in government, such as President, Premiers and Mayors."

# **ANNEXURE B**

# "LIST PROCESSES

59. Conference resolves that we should strengthen list guidelines and processes for public representatives to enhance democratic participation, ensure that we select and deploy the best cadres for public office and involve the broader community in our candidate selection processes. We also need to ensure that we attract people with skills and ensure the broadest possible sectoral spread in our public representative corps. The current guidelines need to be strengthened to enhance accountability mechanisms and performance of public representatives."

# ANC 52<sup>ND</sup> NATIONAL CONFERENCE 2007 RESOLUTIONS "DEPLOYMENT OF CADRES

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- 57. The conference further decided on the following specific approaches with regards to deployment, as discussed at the National Policy Conference:
  - At local government level, the REC should make recommendations of not more than three names of cadres in order of priority who should be considered for mayorship, and the PEC will make a final decision based on the pool of names submitted by the REC. Those members of either the REC or PEC who are being considered for deployment should recuse themselves when decisions affecting them are made.
  - At provincial government level, the PEC should recommend a pool of names of
    not more than three cadres in order of priority who should be considered for
    Premiership, and the NEC will make a final decision based on the pool of names
    submitted by the PEC. Those members of either the PEC or NEC who are being
    considered for deployment should recuse themselves when decisions affecting them
    are made. The provincial leadership, especially Officials, should be afforded space
    to make an input on the deployment of MECs.
  - At national government level, Conference agrees that the ANC President shall be
    the candidate of the movement for President of the Republic. \* The prerogative of
    the President, premiers and mayors to appoint and release members of cabinet,
    executive councils and mayoral committees should be exercised after consultation
    with the leadership of the organisation.
  - The incoming NEC should develop criteria for candidates to be deployed to senior positions in government, such as President, Premiers and Mayors."

# STATEMENT OF THE ANC NATIONAL WORKING COMMITTEE

1 December 1998

The ANC National Working Committee met on 30 November 1998 at Albert Luthuli House, 51 Plein Street Johannesburg.

The NWC discussed and adopted a document on the ANC deployment strategy. The deployment strategy will provide broad guidelines for deployment of ANC cadres to all areas which the movement regards as crucial for the transformation project. The deployment strategy will ensure that the movement deploys its cadres in accordance with their knowledge, skills, abilities and experience.

A deployment committee headed by ANC deputy president Jacob Zuma has been established and will advice the National Executive Committee on all matters of deployment.

[Other members were Nkosazana Zuma (NWC), Zola Skweyiya (NWC), Mbhazima Shilowa (head of Cosatu), Blade Nzimande (head of SACP), Thenjiwe Mthintso (ANC DSG), Max Sisulu and Mendi Msimang (ANC TG.) – PW]

The NWC received notices from Mac Maharaj, Joe Modise and Sibusiso Bhengu and Dave Darling indicating that they will not be available to serve as Member of Parliament after the 1999 election. All have indicated that they will continue to serve the ANC in their other capacities and have further indicated that they will accept other deployments. Future deployment for these comrades will be made on the advice of the ANC deployment committee.

By Secretary General - Kgalema Motlanthe

Issued by Thabo Masebe, ANC Department of Information and Publicity, 1 December 1998

# CADRE POLICY AND DEPLOYMENT STRATEGY: FACING THE CHALLENGES

# 1. Introduction

The 50th Conference in 1997 adopted a detailed resolution on Cadre Policy, with an emphasis on a Cadre Development and Deployment Strategy. In this discussion document, we will look at:

- the key elements of our Cadre Policy:
- · evaluate our deployment strategy since 1994; and
- reflect on what should guide a deployment strategy in the current phase.

# 2. Elements of Our Cadre Polity

The "Commission on Cadre Policy and Ideological Work" at the National Consultative Conference at Kabwe in June 1985 identified the following as key elements of a Cadre Policy:-

- (a) Recruitment: Emphasis was placed on recruitment from those sections constituting the motive forces of the NDR and ensuring that potential recruits are made to understand and accept the basic policies and programs of the ANC;
- (b) Education and Training: this is divided into ideological, moral, academic, military (in the context of the armed struggle) and cultural education. Political and ideological training should enable cadres to exercise political leadership and be organisers. It should include patriotism and the inculcation of 'sterling' attributes such as loyalty, discipline, dedication and determination. At Kabwe a call was made for the movement to set up its own Political School.
- (c) **Deployment and Redeployment:** this must be according to speciality, aptitude, qualification and capability. Though in principle a revolutionary must be ready to serve in any capacity, in practice the aptitudes and wishes of individuals should be taken into consideration wherever possible. Cadres should be correctly placed and promoted at the right time so that they may fully apply their talents and creativity.
- (d) Promotion and Accountability: The political performance of cadres, thorough knowledge of everyone's work ability and personal life should guide placement and promotions. We should guide against favouritism, opportunism, regionalism and ethnic or sex discrimination. Those in position of seniority should display keen interest in the performance of cadres under them, check on their performance, encourage them and monitor their participation in the political life of the movement. Those who perform badly at their tasks should be confronted with a view to improving their performance.
- (e) Preservation of cadres: The unity and cohesion of the movement and a spirit of togetherness is essential. Preservation should include considerations around working conditions, preservation of skills, health and security.

# 3. Learning from the post and new challenges

The implementation of our deployment strategy, in addition to the new tasks arising from the Strategic objective, will have to take in consideration the historical evolving of our cadre policy and the new issues and challenges facing our cadreship as collectives and individuals:

(a) During the liberation struggle, ANC cadres were mainly professional activists whose entire lives centred around the struggle. All other aspects of their lives (family, personal ambitions, etc.) were subjected to the pursuit of this struggle. This was particularly true for those who were in exile; the movement was their family, employer and community. Activism inside the country tended to take on the similar dimensions. During the repression of the 70's and 80's activists inside the country were often victimised in their work situation and their family lives interrupted.

The Kabwe Consultative Conference in June 1985 had a commission on Cadre policy, where it dealt with a number of issues, some not unlike what we are facing today.

(b) The movement during the early 80s started a process of preparing for governance with the establishment of policy departments. The Department of Manpower (DMP) was responsible for the human resource development of ANC cadres. It stepped up the programme to send cadres for academic and professional training.

As the movement grew in stature internationally, many more countries offered to train our cadres at their institutions of learning. A significant number of black students From within the country were also recruited for overseas studies through programs by the British Council and the United States Information Services.

The Kwabe Cadre Policy Commission, for example, noted that flee US government had set aside \$6-9 million for scholarships for black students and resolved that the movement should appoint a full-time organiser to do work amongst these students.

(c) The legalisation of the ANC created the possibility for the movement to rapidly increase its membership. Naturally, many patriots seized this opportunity to join the organised forces of the NDR. Inevitably, many new members were people who were not steeped in the policies and organisational culture of the ANC. The process of instilling the policies and organisational culture among these new cadres could only take place as a result of a gradual exposure to the traditions of the movement.

The great advantage the movement had was that it nevertheless had policies, a strategy and tactics, an organisational culture and programme of action which all activists could relate to, whatever their depth of understanding.

We also had a large core of experienced cadres who had been carrying out legal activities as well as underground political and military work in the country or had been in prison or exile.

(d) The reality of our mass entry into government in 1994 has also thrown up challenges which were either not pronounced ha, or were foreign to the previous epoch. For example, being a member of the ANC before 1990 meant persecution and even death.

Being a member of the ANC today is perceived as opening up possibilities of material and social advancement, either in the form of public or civil service positions or opportunities for enrichment through government economic empowerment programmer.

Under Apartheid, a limited range of career possibilities were opened to black people and women. The advent of democracy and the commitment of the new Constitution to affirmative action, opened a much larger choice of career paths to cadres -at least in theory. This does mean greater scope for the realisation of individual preferences and ambitions.

(e) The other side of the coin is the limits which are being placed on career options in a context where the majority of our people have been deprived of quality education, experience and skills. This is compounded by civil service and private sector rules which do not recognise prior learning and experience.

This can result in competition for positions as elected public representatives within our structures where the requirements for qualifications are not same. This was compounded in the context of our high unemployment figures and the absence of a coordinated deployment strategy.

- (f) The advent of the democratic order also means different expectations in the context of the family lives of our individual cadres. In the past, families may have understood why our comrades could not contribute towards their financial and emotional well-being whilst in prison, exile or in hiding. Today, we are expected to be an integral part of our family rituals and gatherings -extended, nuclear or otherwise.
- (g) This has implications for our deployment strategy, because decisions about individual comrades impact on the financial contributions and demands on time of their families. For women cadres (because child-rearing is still mainly women's responsibility) it means choices about when to have children, and when they do have children, to maintain the balance between the demands of work/deployment and their family responsibilities.

# 4. Evaluation of our Deployment Strategy

Some components of our Cadre Policy have been implemented over the last few years. These include our political education and cadre development programme, our journal Umrabulo, the piloting of the Political School and the recently introduced compulsory induction for all newly elected PEC's and REC's.

Initial steps taken on the deployment component of our Cadre Policy are:

- locating the responsibility for the deployment and accountability of public representatives in the Office of the Secretary General;
- decisions on deployments to key positions in different centers of power by the Officials and/or the NWC;
- guidelines for the List conferences;
- · provincial discussions papers on deployment; and
- the decision by the NEC in August this year on the deployment of Premiers.

However, we have often lacked a coherent strategy which links the different elements of our Cadre policy in a programmatic manner consistent with the changed requirements of the NDR, especially after the 1994 elections.

Thus Cde Nelson Mandela at the opening of the 49th Conference in December 1994 remarked that "ours was not a planned entry into government. Except for the highest echelons, there was no planned deployment of cadres. We were disorganised, and behaved in a manner that could have endangered the revolution."

The most common of the weaknesses of our deployment strategy during this period include:

(a) There was an over-concentration of our best and most talented cadres into legislatures and the executives, at the expense of other sectors of social activity. This has resulted in:

- a fairly large percentage of our MP's and MPL's being redeployed to other sectors during the course of their term.
- a weak tier of local government, with many ANC councilors being fairly inexperienced.
- the weakening of ANC constitutional structures and its political centre, for example there was only one member of the NEC working full-time at headquarters during the last NEC term of office.
- (b) There was no comprehensive and co-ordinated plan to deploy cadres to other critical centers. This has led to a situation where individuals deploy themselves, thus undermining the collective mandate. Another consequence is that experienced cadres are sometimes displaced, de-activated or at best, under-utilised. This has contributed towards the slow pace of transformation in some critical areas.
- (c) Insufficient preparations for governance at all levels, due to the objective reality of Apartheid excluding the majority of competent and skilled black people from senior positions, as well as lack of information about what really went on in the different organs of the state under the apartheid government;
- (d) Weak mechanisms to support cadres deployed with little supervision and monitoring of their work performance and ongoing political and professional development.
- (e) Insufficient criteria in the first place for the type of competencies (politically and otherwise) we need for different positions, leading to a number of reshuffles in important areas. For example, there has been a high overturn in most provinces of MEC's for Education; and
- (f) The absence of clear guidelines for redeployment or recall, with the result that redeployment is often met with resistance and seen as demotion or punishment.

# Challenges and Tasks

# 1. Short end long-term tasks

The Commission on Cadre Policy, Political and Ideological Work at the Kabwe Conference in 1985 noted that "...the Cadre Policy of an organisation is determined by the tasks which are short and long-term in the revolution." In the discussion document *'Is the NDR still on* Track?' (1996), we said that the first and most visible act of any revolution is the transfer of political power. This entails taking control of the state machinery and introducing new political and social relations. It will be a long process, but the motive forces should have both the capacity and the intention to begin implementing fundamental change in all areas.

One aspect of this is balanced deployment of cadres for effective intervention on all fronts, including the governmental, parliamentary and extra-parliamentary, with proper co-ordination amongst all these levels, to ensure that we act as one movement, united around a common policy and bound by a common programme of action.

The document identified six areas of power, which are echoed in the recent Strategy and Tactics document, when it elaborates the programme of the NDR and the five pillars as immediate tasks in the current phase of the NDR. These centres of power relate to the following tasks. namely

- (a) building and strengthening the ANC as a movement that organises and leads the people in the task of social transformation;
- (b) deepening democracy and the culture of human rights and mobilising the people to take an active part in changing their lives for the better;
- (c) strengthening the hold of the democratic government on state power, and transforming the state machinery to serve the cause of social change;
- (d) pursuing economic growth, development and redistribution in such a way as to improve the people's quality of life; and
- (e) working with progressive forces throughout the world to promote and defend our transformation, advance Africa's renaissance and build a new world order.

# 2. Centers of Power and Deployment

- 2.1 Our first responsibility in developing an approach to deployment in the present phase, is to establish what the principal tasks of the revolution are. This must then lead us to decide what forces we have (or have to prepare to deploy) to accomplish each of these tasks. In addition, we must have a clear understanding of the system of supervision and decision-direction we need to put in place, to ensnare that our army of cadres discharges their responsibilities in accordance with decisions which the movement have made
- 2.2 In doing so, we should therefore look at the programme and pillars of the NDR set out in our Strategy and Tactics, and identify the strategic and deployment tasks in each center of power. The detail of this should done with the relevant NEC subcommittees, responsible for different areas of work over the years. These strategic centers of power relate to the following areas:
  - (a) Deepening democracy, human rights and governance
  - (b) Transformation of the State Machinery
  - (c) Economic Transformation
  - (d) Meeting social needs
  - (e) The content and depth of national debate hegemony
  - (f) Mass work, the mobilisation, education and organisation of the motive forces
  - (g) International arena
  - (h) Safety and Security
- 2.3 Accordingly, we must therefore strengthen the political and administrative control and supervisory structures of the ANC at:
  - (a) national headquarters of the ANC
  - (b) provincial offices of the ANC
  - (c) regional offices of the ANC
  - (d) constituency offices of the ANC
  - (e) national parliament
  - (f) provincial legislatures
  - (g) metropolitan councils
  - (h) metropolitan executive councils
  - (i) the civil service
- 2.4 We must strengthen our leadership of all parastatals and statutory bodies, in order of importance and the priorities and programme of the NDR.

# 2.5 Strengthening our leadership in all other sectors of social activity, including:-

- (a) the economy
- (b) education, science and technology
- (c) sports, recreation, arts and culture
- (d) mass popular organisation; and
- (e) mass communication.

# Implementing our deployment strategy

# 1. Our Approach to deployment

### Maximal or minimalist?

After engaging in the process of identifying the key strategic tasks, the institutions and the deployment issues in each center of power, we should then agree on our broad approach to deployment.

On the one hand, a maximal approach would argue that in order to push forward our transformation agenda, we need our cadreship in all key positions.

A minimalist approach would argue that all the movement should do is to concern itself with the deployment of its cadres to its party lists as public representatives (MP's, MPL's, Councilors). With this approach, deployment in other areas will depend on individual choice. Although there may be a process of consultation with the constitutional structures, this will merely be to say that "comrades have generally agreed to my taking this position because its strategic!"

Clearly both of the above positions have its dangers. Although we have a responsibility as a registered political party to contest elections and thus field candidates, we are a mass movement which should drive the process of transforming our society. To approach this with a laissez fair attitude would be tantamount to adopting a triumphalist position that we achieved all the goals of the NDR in 1994!

### Winning hegemony

We should therefore in our deployment strategy find a middle road. This will include recognising that in order to change institutions you need the correct policies, a legislative and institutional framework and programmer, but also the correct people to make a difference. Our programme of prioritising key centers of power for deployment should therefore continue. However, this should not be a mechanical process of simply deploying your troops, but should go hand-in-hand with the movement having a programme of engaging with the institutions we seek to transform - hence the importance of our decision for the continual mass presence of the ANC.

What this means for individual cadres deployed to various institutions or sectors, is that they are not merely towing the party line. They are organisers who must ensure that the policies and programmes of transformation are carried out in the context of an environment where there are people who don't share our vision.

The responsibility of our cadres (e.g. those located within the state) in such circumstances is to use whatever power they have to ensure that transformation policies are accepted and implemented.

As a movement, we are committed to participatory governance and creating the space for everyone to make their submissions (for example through the parliamentary processes of public hearings) and engaging with civil society organs on key policies.

Although we can use our majority in parliament or elsewhere to drive through transformation, this does not mean that we should not - every step of the way and even when we are implementing our policies - shy away from engaging in the battle of ideas about our policies. In our participation in institutions - whether of the state or civil society - as cadres of the movement, we should have respect for the internal processes of the structures and institutions we are part of.

Hence comrades who were part of the ANC underground in the unions during the 80's argued that they must respect and are bound by the democratic processes within the unions, even if the unions took a position different from the official line of the movement. Their responsibility was to pursued and win hegemony for ANC positions within the unions, not to impose those positions.

On the other hand, cadres deployed to different sectors have a responsibility to brief the movement about key issues in their sectors and sensitise it when its policy or tactical positions with regards that sector may need re-examination, given their concrete experience of that sector.

# 2. Practical steps

The 50th Conference resolution instructed us to set up Deployment Committees and to develop and implement a deployment strategy for the movement at all levels. What are the immediate tasks which we need to take on towards implementing this mandate? We need to do the following:-

- (a) Elaborating the strategic tasks, institutions and deployment implications for each power center.
- (b) Setting up the Deployment Committees at all levels.
- (c) Skills audit of all our cadreship and developing a database.
- (d) Audit of all positions available in different centers, prioritise and identify areas where we lack sufficient cadres with experience and thus need to have a development programme.
- (e) Immediate priorities for the Deployment committee:
  - those who serve in elected public positions (MP's, MPL's) during this term of office and those nominated to serve in such positions through our list process; this should be done in co-ordination with the List Committees;
  - those from the broad democratic movement who are already place in managerial positions in various areas of social activity;
  - experienced and loyal cadres who might have been demobilised from active struggle for one reason or the other;
  - those falling outside of these categories, but are members, supporters and fellow nationals (who may be apolitical, but who are democratically minded and want to contribute to the country) who have required skills and experience.
- (f) Ensure at all times an ongoing link between the recruitment of members (through our branches and within the centers we are deployed), our political education and cadre development programme and our deployment strategy.

- (g) Guidelines on accountability, supervision and co-ordination for cadreship deployed to different centers.
- (h) A human resource development approach which includes the following dimensions:-
  - the mobilisation of youth and students in higher education, so that they embrace our perspective of transformation and therefore form part of the pool of qualified cadres for deployment;
  - making use of our international relations to encourage placements and further professional development of cadres in key areas of our society, contributing towards our short, medium and long-term succession plans.

# RESOLUTION OF THE 50<sup>TH</sup> NATIONAL CONFERENCE (1997) ON: CADRE POLICY

	5/15/12 T G21-5 T		
Co	onference Notes:		
	The importance for the process of transformation and the mass character of the ANC, of having an army of conscious, committed and properly deployed cadres;		
	The advance made to put in place a national political education programme and the need to learn from programmes already being implemented in the ANC and the Alliance;		
	The need to continually seek to expand our cadreship and membership base, with ever growing numbers of people committed to transformation and change;		
	The critical role of political leadership in the transition period, and the need to deploy cadres to various organs of the state, including the public service and to other centres of power in society;		
Further Noting:			
	The degree of tension which may exist between senior political figures who occupy positions on the executive structures of the ANC and who also function as public servants;		
	The lack of a deployment strategy over the last few years, and the resultant lack of effective utilisation of our broad cadreship.		
Ве	lieving That:		
	The attributes of cadres for this phase of our struggle should include discipline, humility, modesty, a commitment to serve the people, a commitment to all-round self-improvement, criticism, self-criticism, national and gender consciousness and commitment to the collective and organisational processes;		
	Our Cadre Policy and Deployment Strategy should directly relate to the National Democratic tasks as set out in our Strategy and Tactics document; and		
	Our Cadre Policy should actively contribute to the building of strong structures and programmes; thus recognising that a Cadre Policy can only flourish within the context of a mobilised, strong and active organisation.		
Со	inference Resolves:		
On The Development Of Our Cadres:			

- □ A programme to raise general political consciousness in the organisation through:
  - o mass campaigns,
  - compulsory induction of new members and executive committees at all levels, a programme of gender education,
  - support to the Youth League and Women's League as schools for generations of youth and women in the traditions of the movement,
  - support for the ongoing political education programme at all levels to sharpen our understanding of the issues of the day and develop common tools of analysis,

- engaging in joint programmes of cadre development with the Alliance partners, and establishment of the ANC Political School to ensure a targeted, intensive programme of further training for cadres;
- A programme to accredit participation in cadre development programmes which should assist in building the profile of our cadres and also assist when we elect leadership;
- A programme to encourage cadres at all levels towards personal and professional development, to acquire and improve skills necessary for the challenges of transformation;
- A deliberate programme of delegating work and giving responsibilities to as many cadres as possible to assist with their political and organisational development, and in the process learning through experience.

# On The Deployment And Redeployment Of Our Cadres:

- Put in place a deployment strategy which focuses on the short, medium and long term challenges, identifying the key centres of power, our strategy to transform these centres and the attributes and skills we require from our cadres to do so effectively;
- ☐ The establishment of deployment committees in the NEC, PEC, REC and BEC, which in implementing the above strategy should:
  - discuss the deployment of comrades to areas of work on behalf of the movement, including the public service, parastatals, structures of the movement and the private sector;
  - such discussions of deployment of individual comrades be done with appropriate consultation with the cadre/s concerned;
  - ensure capacity building to prepare comrades for deployment and redeployment in various spheres;
  - o do probity checks in all deployments and in general on appointments of staff;
  - o provide support and forums for accountability for cadres so deployed;
  - o refer disputes about the deployment or redeployment of cadres to the next highest structure for resolution;
- Decisions of the organisation, after appropriate consultation with individual cadres, are final and a breach of this policy shall constitute a serious offence to be considered by the appropriate structure.

# ANC DEPLOYMENT SUB-COMMITTEE MEETING

Date : Frid

: Friday, 11 May 2018

Venue

: 10th Floor Boardroom, Luthuli House

Time

: 08H30 - 10H10

# Present:

( :

David Mabuza (Chair), Jessie Duarte (Coordinator), Sdumo Dlamini (NEC), Mildred Oliphant (NEC), Sfiso Buthelezi (NEC), Susan Shabangu (NEC), Natso Khumalo (ANCVL), Skhumbuzo Mpanza (SANCO), Solly Phetoe (Cosatu), Meokgo Matuba (ANCWL).

4,45,50

# Apologies:

Dr Nkosazana Dlamini Zuma

# Minutes:

The minutes of the previous meeting held 19/03/2018 were adopted.

Inputs from Deployed Cadre in Government:

# 1. Department of Environmental Affairs

# 1.1 SANPARKS Board

A list of 48 names was made available with CV's abbreviated. The Deployment Committee agreed that could appoint an interim board that should add the names of ANC cadre as per her discussion with the DP.

is requested to provide full details including work experience of the people to be appointed.

# 1.2 CEO Isimangaliso

Comrade Edna is allowed to choose from her identified short list. She is required to send full CV particulars to the next meeting of the Deployment Committee which sits on 21 May 2018.

- Appointment of Non-Executive Members of the Board of Directors of SEDA an agency in the DSBD
  - 2.1 expressed a view that the Deployment

    Committee creates a database of all ANC members who are deployed in every position in government, business, boards and also research names of those previously deployed.
  - 2.2 Deployees nominated to SEDA Board provided a list of 10 names of which three (3) are from the previous board and their term expires in August 2018. The Deployment Committee requested two (2) spaces on the board. The names must reflect a better geographic spread, namely Free State, Mpumalanga and North West.

# 3. Public Enterprises board

A general point was raised that all the boards needed to be reviewed.

- 3.1 Eskom urgently needs to appoint a CEO.The Deployment Committee agreed to support3.2 The Eskom Interim board needed to be regularized and properly
- 3.2 The Eskom Interim board needed to be regularized and properly appointed within the existing rules of the state. will check the conditions under which the interim board was established.
- 3.3 Transnet Board

  The CEO and CFO are members of the board. The CFO has been suspended and the position is vacant and will be advertised.

  The nomination to the board presented was pulled from the database of the DPE.

The Deployment Committee agreed that the Minister appoints an interim board. That he chooses six (6) people and the Deployment Committee will forward six (6) nominations to him by Friday 19 May 2018.

# 3.4 Denel Board

The Chair has resigned.

provided the names of 16 people of which two (2) spaces on the board are reserved for the CEO and CFO.

The Deployment Committee noted that there were three (3) vacancies and supported the nomination of as well as forward two (2) additional named by 19 May 2018.

# 3.5 SAA Board

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The three (3) airlines are expected to be merged.

A labour person is required on the board. The board must comply with EEA.

Black newly qualified pilots to be employed by SAA as interns.

# 3.6 SAFCOL

The board is to be replaced. The requirement is for 10 Non-Executive Directors.

will provide six (6) names and the Deployment Committee will provide four (4) names.

3.7 Deployment Committee.

The next meeting of the Deployment Committee is on 21 May 2018 at 8am, Luthuli House 10<sup>th</sup> Floor Boardroom.

# Matters Arising:

In the meeting of 11 May 2018 the Deployment Committee agreed to forward names of people requesting for deployment to for consideration in State Owned Enterprise Boards by 19 May 2018. On 18 May 2018 a list of abridged CV's and the full CV's were forwarded to Comrade Pravin Gordhan for consideration.

# 1. Denel Board

The Deployment Committee agreed to forward two (2) names by 19 May 2018 for consideration on the Denel Board.

The following people were appointed on the board:

# 2. Transnet SOC Limited

The Deployment committee and agreed that he chooses six (6) people and the Deployment Committee will forward six (6) nominations to him by Friday 19 May 2018.

The Minister has appointed a new interim board, pending a full appointment, in consultation with Cabinet. The Interim board comprises of:

# DEPLOYMENT COMMITTEE

# 10<sup>th</sup> Floor Boardroom Luthuli House 03 AUGUST 2018 (9-12h00)

# 1. Welcome

The Deputy President welcomed the members to the meeting.

# 2. Apologies

- CdeLindiweSisulu.
- The Secretariat need to re-check the e-mail addresses and mobile numbers.

# 3. Minutes of the Previous Meeting

The previous minutes were adopted, with the following amendments:

- · Transnet Board, CdeSifiso Buthelezi recused himself.
- All CVs were sent on Denel.CdeSimphiweNyanda was recommended to the Board of Denel, but he may have declined due to possible conflict of interests of his companies.
- It was noted that a person may have been appointed to the Board of Sanparks.
- There was a request for CdePravinGordhan, Minister of Public Enterprises to present on the Transnet, Denel, SAA and SAFCOL.
- Follow up should also be made with Cde Edna Molewa, Minister of Environment, CdeAyandaDlodlo, Minister of Public Services on the state of the State.

# 4. COGTA - Municipal Demarcatio

The Minister presented on two matters under consideration, the Municipal Demarcation Board (MDB) and the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission).

The process is beginning therefore the purpose of the Minister attending was to alert the Deployment committee, so that the Committee could encourage the competent persons to apply. MDB is expected to conclude by 19 February 2019 and the CLR on 28 February 2019.

The Minister requested for the Committee to take note that in terms of the MDB, a major challenge is that the Act is instructive, and many categories were predetermined.

The Committee were quite heartened by the initiative of the Minister to present to the Committee well in advance. The Committee was appreciative of this, and hoped that other Ministers would emulate him.

# 5. Science & Technology -

Minister Kubayi-Ngubane presented on the National Advisory Council of Innovation, the National Space Council, and the National Research Foundation Board. The Minister apologised that her office has seemed to have sent documents only to the Deputy President and not the Deputy Secretary General.

# a) National Advisory Council of Innovation

The approach has been to attract young people, especially women with an interest in the sciences. Advertisements have already been placed.

It was advised by the Committee, that three form the previous Board is retained. Further noting that the state of the state of the state of the ANC. The view of the Committee was that attracting expertise should not be an excuse for the underrepresentation of women. Therefore the Committee resolved that the in the nine spaces that the Minister appoints, one of the men should be replaced by a woman.

The Committee also recommended that the Minister should try to ensure geographic spread and a balance amongst the various universities.

# b) Space Agency

It was noted that there were more than 14 people, and a serious need for persons with an engineering background. There was a challenge on racial representivity, although in this matter there with 9 females as opposed to 6 males. However there had been no applications from the so-called 'Coloured' community.

### c) National Research Foundation Board

The meeting noted that no-one can be appointed who holds a political office. Nevertheless, there seems to be a good team with a number of people associated with the ANC movement. There are 7 females and 6 males

# 6. Trade and Industry - Director-General

The Committee agreed on the Re-appointment of the Deputy-Chair of the National Consumer Commission.

However, the Deployment Committee preferred not to offer opinion on the other matters raised by the department on the Export Credit and Insurance Corporation and the Non-proliferation Council. The matters have been presented as a *fait accompli* and this is not the first time this particular department has done this. The Committee therefore resolved that the matters should be discussed with the Minister of Trade Industry and the Committee. The Minister should be invited to the next meeting of the Deployment Committee.

#### 7. Transport - Chief of Staff of the Minister of Transport

The Committee was sympathetic of the challenge facing the Minister, in that the terms of office of the many of the boards within his Ministerial envelope were coming to an end, and he was appointed just recently.

It was agreed that the members must submit their proposalsm, and the abridged CVs must be submitted to the Minister. Furthermore, the Committee expected the Minister to meet with the Committee on the appointments to the Board. The Committee will provide the names of 3 persons plus the one woman.

### 8. Request for Deployment (Abridged CVs)

This matter could not be discussed and was deferred to the next meeting.

#### 9. Closure& Date of Next Meeting

It wa	as ag	ree	ed that	the	Comm	ittee wo	uld re-	-conv	ene ne	ext N	fonday, C	6 A	ugust 2	018.				
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### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA

Tel: 27.11.376.1000 Website: www.anc.org.za

#### DEPLOYMENT COMMITTEE

## 10<sup>th</sup> Floor Boardroom Luthuli House 03 AUGUST 2018 (9-12h00)

#### 1. Welcome

The Deputy President opened and welcomed the members to the meeting.

#### 2. Apologies

- Cde Lindiwe Sisulu.
- The Secretariat need to re-check the e-mail addresses and mobile numbers of members as some members did not receive the invites.

#### 3. Minutes of the Previous Meeting

The previous minutes were adopted, with the following amendments:

- Transnet Board, Cde Sifiso Buthelezi recused himself.
- All CVs were sent to and and they did not appear on the final list.
- was recommended to the Board of Denel, but did not appear on the final list.
- It was noted that a person may have been appointed to the Board of Sanparks.
- There was a request for Cde Pravin Gordhan,
   prises to present on the Transnet, Denel, SAA and SAFCOL.

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- Follow up should also be made with \_\_\_\_\_\_\_ Minister of Environment.
- Minister of Public Services to be invited to come and present on the Status of appointment of DG's.

#### 4. COGTA - Municipal Demarcation Board,

The Minister presented on two matters under consideration, the Municipal Demarcation Board (MDB) and the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission).

The process is still at the beginning therefore the purpose of the Minister attending was to alert the Deployment committee, so that the Committee could encourage the competent persons to apply. MDB is expected to conclude by 19 February 2019 and the CLR on 28 February 2019. The current CLR Board performance must be evaluated.

The Minister requested for the Committee to take note that in terms of the MDB, a major challenge is that the Act is instructive, and many categories were predetermined.

The Committee appreciated and commended the initiative of the Minister to present to the Committee well in advance and hoped that other Ministers would emulate him.

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#### 5. Science & Technology



10. 行政大学所以他们的社会的

presented on the National Advisory Council of Innovation, the National Space Council, and the National Research Foundation Board.

a) National Advisory Council of Innovation

The approach has been to attract young people, especially women with an interest in the sciences. Advertisements have already been placed.

The Minister recommended that the 3 members to be retained from the previous Board. The recommendation also include 3 developing researchers who are Doctors. It was noted that shall shall shall shall shall shall shall shall be should not be an excuse for the under-representation of women and that there should be a balance. Therefore the Committee resolved that the in the nine spaces that the Minister appoints, one of the men should be replaced by a woman.

The Committee also recommended that the Minister should try to ensure geographic spread and a balance amongst the various universities.

#### b) Space Agency

Ministry expected to appoint the maximum 14 people, and needed a persons with an engineering background. The recommendation has 9 females and 6 males. However there had been no applications from the so-called 'Coloured' community.

The Committee recommended the appointment.

#### c) National Research Foundation Board

The meeting noted that no-one can be appointed who holds a political office. The committee was advised that one recommended member was married to a non-

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South African. It was emphasise that this committee must drive transformation. Nevertheless, there seems to be a good team with a number of people associated with the ANC movement.

The committee recommended the names for appointment.

#### Trade and Industry - Director-General

The Committee agreed on the Re-appointment of the Deputy-Chair of the National Consumer Commission.

However, the Deployment Committee preferred not to offer opinion on the other matters raised by the department on the Export Credit and Insurance Corporation and the Non-proliferation Council. The matters have been presented as a *fait accompli* and this is not the first time this particular department has done this. The Committee therefore resolved that the matters should be discussed with the Minister of Trade Industry by the Committee. The Minister should be invited to the next meeting of the Deployment Committee.

#### 7.

The Committee was sympathetic of the challenge facing the Minister, in that the terms of office of the many of the boards within his Ministerial envelope were coming to an end, and he was appointed just recently.

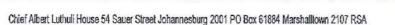
ACSA recommendations were accepted and the 3 names left for the committee.DSG was mandated to engage the Minister on the issue of Aviation.

SANRAL recommendations were accepted with one name added by the Minister. DSG was mandated to add from the database 1 name.

The committee resolve to request the Minister to come and present on the other processes to appoint Board members.

It was agreed that the members must submit their proposals, and the abridged CVs must be submitted to the Minister.

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#### 8. Request for Deployment (Abridged CVs)

This matter could not be discussed and was deferred to the next meeting.

#### 9. Closure & Date of Next Meeting

It was agreed that the Committee would re-convene next Monday, 06 August 2018, and the Minister of Public Service and Administration, Cde the Minister of Public Enterprises, Cde Pravin Gordhan, the Minister of Trade and Industry, Cde Rob Davies, and the Minister of Environment, Cde should be invited to present to the Committee. DSG was mandated to engage with the Ministers to be invited.



#### MINUTES OF THE DEPLOYMENT COMMITTEE

## 10<sup>th</sup> Floor Boardroom Luthuli House 26NOVEMBER 2018 (10-h00)

#### 1. Welcome

Welcomed all, and apologised to all that we have not sat in a while for various reasons.

#### 2. Apologies

- Cde NkosazanaDlamini-Zuma
- Cde Jeff Radebe, the Deputy Minister will come in his place.

  Minister
- Minister

## 3. Minutes of Previous Meeting

Minutes unanimously adopted without amendment.

Record people who attended the meeting as well.



10:00 - 10:30

THE PARTY OF

Finalising the board of CSIR, current term ends by December, and the new board will take over from January 2019. A pack has been prepared for briefing to the Deployment Committee.

Noted the emphasis on age. As well as the concentration of appointments from Gauteng. Noted the need for a board of experts and advised that some of the candidates with academic qualifications be re-looked at, especially candidates with qualifications in artificial intelligence. It was further noted that the current candidate is actually internationally based making meeting attendance very difficult. Also advised that there is greater non-racial representivity in future boards. Cognisant that the CSIR is an industrial research agency and not general research. Moreover, though, will be removed so that a white person with experience in the Oceans economy be placed. Will inform the DSG office on the change.

#### SASSA CEO Minister Susan Shabangu

10:30 - 11:00

Operating with an acting CEO since last year. Permission had been sought from the Deployment Committee to advertise. Requesting the Committee to grant permission for the final interviews of the short list of five (5) candidates to go ahead and the subsequent appointment.

The Committee commended that she has approached the Committee on every step.

The five are solely Black African. Advised to increase the interviews to seven people so as to include more national groups. Also cautioning that the advertisement making a preference, could be Apparently the advert was corrected. The water person, was the and now that department is in the red, candidate number one discouraged. Investigate why the one candidate not employed.

6. Nuclear Energy Board
Minister Deputy Minister

11:00 – 11:30

Will return with the short list and not just the nominated individuals.

Percentage of young people. Note that is a member of the CSIR board as well, but that is not incorrect.

7. IDC Minister 11:30 - 12:00

CEO position of the IDC. There is the wider issue of the IDC board at another time, not today. The IDC is the main DFI for industrial funding, as a funder and a cofunder. It doesn't receive money from the state, but it's model is based on profit and then re-invest it to produce Black industrialists, young, women and rural areas.

The short list has already been done, and the interviews have been conducted.

In the light of that the Minister was advised to cast the net wider, and provide the long list so that a short list can be jointly arrived upon.

Monday, 3 December to meet again and finalise the matter, and Thursday or Friday (29 and 30 November 2018) will expand interviewed.

8. DIRCO Minister

12:00 - 12:30

Deferred to the next meeting. Noting that she is a member of the Deployment Committee, but we acknowledge her hectic schedule. The DSG will take the presentation and it will be circulated. Need to look at the grading of the embassies. Next committee meeting will look at the grading based on DIRCO's explanations.

Request for Deployment (Abridged CVs)

12:30 - 13:00

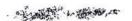
Advertising the National Development Agency and corporate services and Disaster Management Fund

Closure

13:00

Treat everyone very fairly and consistently and help both government and the organisation.





#### **DEPLOYMENT COMMITTEE**

## 10<sup>th</sup> Floor Boardroom Luthuli House 03 DECEMBER 2018 (08h30-12h00)

- 1. Welcome
- 2. Apologies
  - · Cde Sifiso Buthelezi
  - Cde Jessie Duarte, Deputy Secretary General
- 3. Minutes of Previous Meeting (26 November 2018)
- 4. Energy Minister

9:00 - 9:30

The Deputy Minister also present, previously, the short list was requested. She explained that the advertisement was for all boards and therefore there is a list of 266 and the recommended names.

Nuclear Energy Board, requiring 8 members. The criteria used was that persons needed to understand board governance, audit skills, legal skills and technical skills for the nuclear sector, and human resource practitioners. There are persons in the later 30s, and there is a gender balance. The Chair is a long-standing member of the ANC, and all the members are from the ANC.

The recommended names are approved, but if there are changes the Ministry will inform the Committee.

The other Boards are Central Energy Fund, it's subsidiairies PETROSAS, PRASA, Strategic Fuel Fund, i-Gas, African Exploration Mining Company, NECSA subs, the NTP (medical isotopes), NERSA. Should be presented in January.

Next meeting the proposal on all the Boards will be submitted, noting that a person should not serve for more than two Boards. Also noting that a member on the holding board, may serve on a subsidiary board. There are a no former board members on the incoming board. There have been a litany of infractions, which resulted in the almost shut-down of NTP, and a host of audit queries. The list must be compared to the database for the common names.

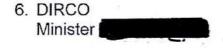


9:30 - 10:00

Apologise for not bringing this matter to the Deployment Committee. Unsure that an Advisory Council – Defence Force Service Commission – needed to be brought to the Deployment Committee. The DFSC advises on the service conditions of the defence force.

There are 6 vacancies, based on the long list we are appointing three. After consideration by retired generals and parliament. The current applications only had one woman application.

The Deputy President will assist in ensuring that the President is briefed on matters relating to defence. There must be constant engagement between the Deputy President and Minister.



10:00 - 10:30

The Minister had to unfortunately cancel at the last moment. She has requested that her attend on her behalf. However, the Committee, as previously decided to not have advisors to make representations. It is also noted that there are two deputy Ministers. Noting that this is the last meeting for the year.

When the administration changed the letters of appointment of ambassadors were not updated, and some have had to return and those who have not yet left are now unemployed because they have not been appointed as well. The SG must be alerted, and the DP must raise the matter sharply with the Minister.

#### 7. STATSSA Advisory Council

Previously the names were not brought to the Deployment Committee or Cabinet, so that there is no suspicion of interference or the veracity of the statistical conclusions. Therefore the names will be discussed at officials' level.

We must be cautious that previously this is how the Deployment Committee was avoided, even though in this particular instance the Advisory Council did not come to Cabinet or the Deployment Committee.

### 8. IDC

Minister Patel

Procedures were not followed (especially since the process was outsourced), but you are dealing with a bank. Therefore let the matter be concluded by the officials.

We must be cautious that previously this is how the Deployment Committee was avoided. All Ministers must provide the Boards and the advertisements. It is important that we set out our scope.

9. Request for Deployment (Abridged CVs) 11:00 – 12:00

10. Closure 12:00

Let's work on who should be deployed to the many energy boards and the foreign deployments.

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#### DEPLOYMENT COMMITTEE

## 10<sup>th</sup> Floor Boardroom Luthuli House 22FEBRUARY 2019 (10-13h00)

1. Welcome

11h00 - 11h05

The Deputy President welcomed and opened the meeting.

2. Apologies

- 11h05 11h10
- Cde Solly Mpaila, from the SACP, apologised for not being able to attend. They also have raised that we should meet more regularly and consistently on set dates. Also so as to discuss broader deployment issues, and not just names.
- · Agreed that on Fridays, twice a month, once in a fortnight.
- Cde Bheki Ntshalintshali from COSATU has also apologised for not being able to attend
- Cde will have to leave before the meeting adjourns, due to other commitments, in particular the SACP CEC
- 3. Minutes of Previous Meeting& Matters Arising 11h10 11h15

7 - letter not latter

Minutes adopted unanimously.

4. COGTA -

11h15 - 11h30

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# Deputy Minister

#### CRL Commissioners

Initially, the nominees were mainly culturalists and the religious nominees were also from the evangelical churches, not the mainstream churches or the non-Christian religious. Therefore the Minister headhunted and added names.

There were 78 names and a shortlist of 37.

Comments & Decision: The Committee will not yet endorse the shortlist. The DSG, with each member here, will headhunt a certain number and approach certain groupings etc, and compile a preferred list, and submit a list by Friday next week. It will be confined to members of the Committee who are here. The Ministers will appoint four and the Committee to the Interview Panel.

The current Chair will not remain. Cde will be the Chair and the current Deputy Chair will be retained.

### Municipal Demarcation Board

The panel made up of judges have made recommendations, seven males and six females, geographic FS 3, Gauteng 1, and they cover the criteria. The Chair is full-time and the other board members are part-time. The current chair has requested to be recused as a Chair and Deputy Chair. The recommendation is that is the new Chair.

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The Board selects and appoints the Deputy Chair. It will have to be a woman.

Comments: Our input is limited, because the selection panel is appointed after consultation with the President. Happy that the current Chair is remaining as a member of the Committee. She was excellent as a Chair. The recommended person to Chair is highly qualified, although the ANC should support the person, similar to how the support of the SALGA.

It is positive that there is a town planner also in the Board, since previously the Board has been rigid in their approach and not as rational as it should be.

It is noted that the Minister did previously inform the Committee about the pending appointment, however, the matter was not sufficiently followed up by the Committee and the sector organisations.

 Social Development – Minister Susan Shabangu

11h30 - 11h45

Advert for DDG for Corporate Services, as reported in the previous meeting. A position which has been vacant for eight years. The vetting has been concluded and the *dpsa*has been contacted to prepare the submission to Cabinet.

Comment: The Committee supports the recommendation.

The NDA

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The NDA used to be under Treasury and over time has ended up with Social Development. It is an institution that needs to be reviewed, so that it can be a focused institution. Therefore there should be a temporary board (1 year) and not a five year board. The Act does not precludes the term being less than five years. There are 6 independent members and the rest from the department.

retained. 2 and 4 recommended. Retain the four and review the institution. We expect the motivation on the review from the Minister.

#### SASSA

The matter is being finalised.

6. Commission for Gender Equality

11h45 - 12h00

Received 90 applications, two withdrew and therefore 88 applications. Will shortlist 24, and recommend 8. Due to timeframe, must be done by 19 March 2019. Human resources on verification of qualifications and State security on vetting have not responded as yet.

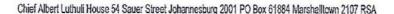
The DSG's Office has provided names of candidates.

**Comment:** The Committee endorsed the names.

7. Portfolio Committee on Communication (SABC)

12h00 - 12h15

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There will be two engagements. One now, and when the names are finalised. Mainly, because the study group has not met. The Deployment Committee is scheduled to meet in two weeks time.

There are good candidates, based on the CVs, that have applied. The Study Group will consider the names and shortlist so as to ensure gender, skills, geographic spread, covering SABC and MDDA.

**Comment:** The Committee members will scrutinise the list and submit preferred applicants to be shortlisted, by Monday. They will return upon the interviews have been concluded.

#### For Noting:

- 8. Science & Technology Ministe Appointment of DDGs
- Minerals Minister
   Appointment of CFO
- 10. Application for Deployment

Sectors must update their lists, via the DSG's office.

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TANC

he next meetin

g must update and finalise the overall list.

11. Closure

12h32 meeting closed.

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#### DEPLOYMENT COMMITTEE

## 10<sup>th</sup> Floor Boardroom Luthuli House 08March 2019 (10-13h00)

1. Welcome

10h00 - 10h05

The Deputy President welcomed and opened the meeting.

### 2. Apologies

10h05 - 11h10

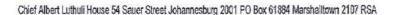
- The Communications Portfolio Committee apologised they will not make it to report.
- NkosazanaDlamini-Zuma
- Susan Shabangu
- MeokgaMatuba
- Mildred Oliphant

The Committee is dependent on the co-operation and respect for process that includes the Deployment Committee by the Ministers serving in Cabinet.

In May, after elections, we host a Workshop with all newly-appointed Ministers, and Premiers of provinces. There is a general misunderstanding of the concept of democratic centralism, as well as lack of adherence to NEC authority. And we continue with the decision of every second Friday of the month we meet, whilst we are in the election campaign, we shall meet only when necessary.

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3. Minutes of Previous Meeting & Matters Arising 10h10 – 11h15

Minutes adopted unanimously with the amendment on P3.

Matters arising on the Chair on the CRL, the nominee is in training to be an Ambassador, and therefore not able to be appointed. The DSG and Deputy President will discuss the alternatives for the CRL with the Minister.

Decision: Noted

Ambassador on Social Development, and a high profile person, could be the Chair. The Minister should consider a person from the Khoi and San community to also be included in the CRL.

Matters arising on the SABC Board. Initially, we had requested that Parliament appoint an interim board. But that was not possible, because there were still four members of the Board, and Parliament can only replenish the Board. The SABC Board interviews with the shortlisted candidates have been concluded. They will follow due processes and appoint the members of the Board before the elections. The Study Group has to present the names they are recommending. The new board must ensure that the debate and news mandate of the SABC is not outsourced. And it must have a person from organised labour. There should be a discussion on how the SABC Board is appointed.

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#### DSG Report

11h15 - 11h30

Members of Parliament

The ANC will be approached by a number of persons, and ipso facto the Deployment Committee.

We must identify who can be deployed into the Foreign Missions, Boards, etc after consultation with the Officials. Look at the administration and advisors to Ministers. Noting that Attaches in missions have to come from their respective departments.

We need to get a sense of their skills.

#### Comments & Decision:

#### **DGs Contracts**

**Comments:**Consult with the Officials on the DGs who's terms are coming to an end. Consult with and on this list. Those who are under 65, and performed well and must stay.

#### Vacant Missions:

Comments & Decisions: Who is acting in these 'vacant' positions.

matter must also be dealt with. We need to look at where we deploy—The Deployment Committee should call him.

is also available for international deployment.

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Need to reconcile the work of the Committee and the provincial deployment committees. Must meet with the Provincial Deployment Committees.

The DSG and DP will take the matter to the Officials.

There should be a strongly worded message from the Deployment Committee to the officials. All deployments in that area are henceforth stopped.

Communication Portfolio Committee (SABC)

11h30 - 11h45

Comment: Discussed in Matters Arising

Public Works

11h45 - 12h00

### Presentation on appointment of the CFO

The person has been acting in the position. He is young and an enthusiastic worker.

### Presentation on appointment of Property Management Entity

The CEO is on the level of a DG. The post was advertised with a closing date of 14 December 2018. There were applications from about twenty-five individuals. Five persons were shortlisted. Interviews have not been conducted.

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Comment & Decision: All the shortlisted candidates are male, women must be included from the overall application list. Need to look at a strict 'Conflict of Interest' guide.

#### Presentation on Supply Chain

It is a post at DDG level. The post was advertised, and was shortlisted to four, two males and two females.

#### Comment:

Energy

12h00 - 12h15

### Central Energy Fund

Comment: The Minister indicated that he wants to consult with the DP, before coming to the Committee.

Minister of Water and Sanitation



Rand Water CEO

Nkomati, Bloemfontein, TransCaledonTA Boards.

Note that there is no water in Jagersfontein in the Free State, where there is a new hospital.

The Deployment Committee condones the appointments.

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mend that the Deploy

ment Committee persons for the Selection Panel, because it does the shortlisting and interviews.

The Minister will appoint one person, and the Premier appoints one, the Board, and the community.

There is a danger of the Deployment Committee outsourcing its duties and therefore they must come to the Committee with the proposed shortlisting, and then proceed with the interviews.

There are three boards Magalies, Sedibeng, Umgeni, and Overberg (WC). The DSG will talk to the Secretary and Chair of the Province. The Minister will talk to the Premier. The Umgeni one is quite a priority.

#### 9. Closure

The meeting was closed.

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#### DEPLOYMENT COMMITTEE

### 10<sup>th</sup> Floor Boardroom Luthuli House 22March 2019

1. Welcome

10h00 - 10h05

The Deputy President welcomed and opened the meeting. And indicated that DDG from Basic education will submit to the DC on behalf of the Minister.

2. Apologies

10h05 - 11h10

- Cde SdumoDlamini
- Cde Susan Shabangu
- Cde Bheki Ntshalintshali
- 3. Minutes of Previous Meeting & Matters Arising 10h10 10h15

Minutes adopted unanimously.

Matters arising

4. Deputy Director-General in Basic Education

Position for DDG- teacher's education, research vacant for the last few years. Struggle to finalise it. The person recommended is a Chief Director in the relevant branch. The Deployment Committee concurs.

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No explanation on why the Deputy Minister was not here in the absence of the Minister. Correct that no officials come to this Committee. Worrying that senior appointments just 6 weeks before the election. Nevertheless, there shouldn't be appointments of DGs and Ministers should not be appointing DGs but retain the one's in the positions.DGs leaving cause departmental instability. Defence Ministry – 10h15 - 10h30 ARMSCOR Board. The Chair has resigned for health reasons. Vice The person deputising has been TuthukileSkweyiya, for the last two terms. The Deputy Chair becomes the Chair. to take up the vacant position, and becomes the new Deputy Chair, allowing him to become the Chair in the next term. Comments & Decision: The Deployment Committee confirms that Cde Skweyiyabecome the Chair, and is appointed as the Deputy Chair. 10h30 - 10h45 Water & Sanitation -Comment& Decision 10h45 - 11h00 7. Transport Comment & Decision: Remove has proven to be on a lot of boards. was a part of the previous board and has not been up to the task.

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8. Justice & Correctional Service -



11h00 - 11h15

Sitting of the Judicial Services Commission to consider the filling of vacancies in the judiciary. Names are shortlisted by a structure within the JSC, and published for comment. At the end of January these processes were concluded.

ConCourt: Two vacancies, due to retirement of



When vacancies are to be filled, there has to be three additional. So there needs to be consideration of at least 5, in this case this is



Recommends: Justices



SCA: Deputy President of the SCA, recall that the the President of the SCA and her position is now vacant.

Petse recommended.

Labour Court—the acting Deputy Judge President, who is Judge and is made permanent.

Eastern Cape Division Judge – only one candidate.

DJP for Northern Cape – Phatswane is recommended

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5

Candidates to fill out of 9.

Recommends that we have a dynamic link with NADEL.

Recommends that the current process is incestuous. It contributes very little if anything towards judicial independence. The ANC prizes and values judicial independence. The current process provides for a system that has the judiciary having too much of oower in determining the leadership of the

9. Applications for Deployment

11h15 - 11h30

Closure

11h30

The meeting was closed. Communicate with the Ministers who did not turn up about our concerns.

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#### DEPLOYMENT COMMITTEE

10<sup>th</sup> Floor Boardroom Luthuli House 19 August 2019

1. Welcome

10h00 - 10h05

The Deputy President welcomed and opened the meeting.

2. Apologies

10h05 - 11h10

- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Susan Shabangu
- Cde SdumoDlamini
- 3. Minutes of Previous Meeting & Matters Arising 10h10 10h15

Will deal with it at the next meeting.

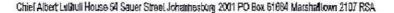
Minutes adopted unanimously.

Matters arising

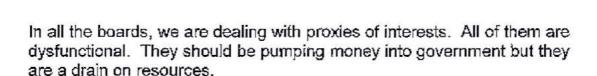
4. Minister of

Filling many vacancies, only PETROSA is a full board. Still will come with the NECSA group. Normally, the CEF board only is brought to the DepComm, but the Minister felt the subsidiary boards are also brought.

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Two unsolicited bids, which made one believe that our people are destroying value and could sell it as a song.

Unless we get governance right, we cannot get operational matters to improve.

PETROSA has not had a CEO since 2014.

CEF Group

4 out of 9 posts.

Will we still retain the 50-50 parity, and is there a possibility to appoint a woman to lead. There seems to be an emphasis on persons from the Eastern Cape, rather than other regions. And the question of youth.

is not serving in any other board, and there should be a greater appreciation of the economic issues.

On geographic spread, we should not be seen to have one region over-represented, without discounting expertise.

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Therefore the Minister will re-

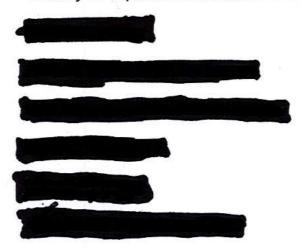
look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

#### **PETROSA**

It is a desperate situation. The DepComm to talk this issue beyond the Board. It has no fixed stock. The exploration and drilling has been killed. PetroSA has to be rebuilt.

Suggesting that FransBaleni is deployed to Chair. He was in the team that raised the first

Cheeky HR specialist. A number of unions which are very disruptive.



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Therefore the Minister will re-look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

DECISION: The DepComm will write to all Ministers indicating that they need to take into account gender parity, geographic spread without sacrificing expertise.

### African Exploration Mining & Finance Corporation

We wanted to bring mining skills into the AEMFC. Shortlist of three.

Therefore the Minister will re-look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome. Of the three boards there must be one woman chair at least.

## Strategic Fuel Fund

Chaired by a male, who is not being replaced.

I-Gas

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Theref ore the Ministe r will

re-look at it, so there is gender (noting all are women) and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

### Petroleum Agency of South Africa

Nominating MadalaMasuku to chair it. He is mature and well-qualified.

Agreed. Therefore the Minister will re-look at it, so there is gender and regional balance, as well as youth presence, without sacrificing the expertise required. And write back to the DepComm on the outcome.

5. Applications for Deployment

11h15 - 11h30

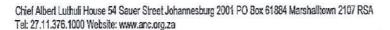
We will try and get to attend the meeting, as well as get the names proposed by the President. We also want to propose names. We should look at DIRCO, at the proportions of who are career diplomats and political appointments, so that we do not overwhelm with political appointments.

We need to look at the list, and see who has been deployed, etc.

6. Closure

11h30

### SECRETARY GENERAL'S OFFICE





Deployment Committee 10<sup>th</sup> Floor Boardroom Luthuli House 14 October 2019

1. Welcome

The Deputy President welcomed and opened the meeting

- 2. Apologies
- Cde Nkosazana Dlamini-Zuma
- Cde Solly Mapaila (Apologies received after meeting)
- Cde Susan Shabangu

#### Attendees:

- Cde David Mabuza
- Cde Sfiso Buthelezi
- · Cde Mduduzi Manana (Arrived late)
- Cde Sibongile Besani
- Cde Meokgo Matuba
- Cue Meorgo Matub
- 3. Minutes of Previous Meeting & Matters Arising (19 August 2019)

The minutes of the meeting was adopted

4. Minister of Communications and Telecommunications

The Minister presented a board for NEMISA which is responsible for teaching and the development of e-skills and works with relevant Post School Education and Training Institutions. There are 7 vacancies which need to be filled, 15 were shortlisted and 7 recommended. The 7 recommended included 4 women, 3 men and a balance of youth, race, experience and geographic spread. A female chairperson was recommended. Further boards which are appointed to Parliament will come to the Deployment Committee within the next two weeks. The Post Bank and SETA

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have had posts already advertised and applications closed, they will be brought to the Committee soon.

The board of SAPO was also discussed. It has a 10 member board with a vacancy of 8 members, 2 of the vacancies will be appointed from the Unions, which are reappointments from the previous board. The remaining 6 will be appointed by the committee. Posts have been advertised and applications closed. Communications committee and youth league have made some recommendations. 4 of the 6 are African females, one male and one female, there is a broad geography spread, youth and race are all covered. A female chairperson has been chosen. Traditional leaders were consulted and have been represented in the board to assist with communication and mobilisation for the role out of programs.

ZEDNA is the domain name authority that deals with internet governance .za. It has been run by the industry with Afriforum having people in key positions. This SOE is strategic in the fourth industrial revolutions. There are 9 vacancies with 6 females. A geographic spread was fiard to achieve because of the scarce skills which are largely based in Gauteng. A female chairperson was recommended.

#### Minister for Women, Youth and Persons with Disabilities

The minister's item was net on the agenda; however provision was made to allow the minister to brief the deployment committee on the lack of a director general in the department of women, youth and persons of with disability for the past 2 years. The minister was briefing the committee before putting out an advert for the position. The post will be advertised before the end of October, the ANC Deputy Secretary General in consultation with the Women's League and the minister must come up with a candidate, who may be outside the list provided.

#### 6. Minister in the Presidency

The minister presented on the board for Brand SA. Brand SA has a 15 member board, 13 are required excluding one of CEO. A 23 name shortlist was provided and 13 recommended which has 7 women and 6 men, 4 of the members are below the age of 40, 2 of the members are reappointments. There was one change that was made to the recommended list, which was supported by the women's league. A female chairperson was chosen to lead the board.

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#### 7. Minister of Transport

The minister had several boards which need boards however there are only two boards which the committee had time to go through, which were PRASA and RAF.

The PRASA board process had started before the minister was appointed; the adverts have gone out and have been closed. The current interim board has been extended twice and needs to be finalised urgently. PRASA has an 11 member board of which 3 members are to be seconded from Treasury, SALGO and Transport. The 8 members recommended include 5 females, 4 reappointments for continuity who have proven to be competent. An advert was posted looking for a CEO however could not find a suitable candidate, are now head hunting, this will be done through the office of the DSG in consultation with the Minister. The minister would like to appoint a CEO whom will put a management in place to ensure that the CEO can work with the management effectively. In all appointment letters, there should be provision for review of performance after a year where the minister has the authority to replace any board member.

The Road Accident Fund is in urgent need of a board, A 12 member board was presented with 4 females. The current board has many doctors and lawyers, however the new list has a more broad skill base. The list was however sent back to be reconsidered because of lack of women and geographic spread, the age spread is good. At least two men need to be replaced with by women. List of applications must be provided to the DSG, two women will be chosen from there.

#### 8. General Resolutions

The office of the DSG should send all ministers the guidelines and procedures of deployment which include informing the deployment committee before any posts are advertised. All presentations should include a brief background and a summary of the respective challenges. The committee should be mindful of rotating members between boards or having a member on too many boards.

The reminder of the boards which could not be presented will be presented at the next deployment committee.

#### 9. Closure

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The meetin was

closed. Communicate with the Ministers who did not turn up about our concerns.

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# DEPLOYMENT COMMITTEE SPARTAN HALL, MIDDLE ROOM ST GEORGE HOTEL 20 JANUARY 2020

#### 1. Opening and Welcoming

The Deputy President welcomed everyone to the meeting

#### Apologies

· Cde Lindiwe Sisulu

No confirmation from Cde Mike Soko and Cde Sdumo Dlamini

#### Attendance

- Cde David Mabuza
- · Cde Yasmin Duarte
- · Cde Sfiso Buthelezi
- · Cde Susan Shabangu
- · Cde Mildred Oliphant
- Cde Meokgo Matuba
- Cde Mduduzi Manana
- · Cde Sbongile Besani
- Cde Solly Mapaila
- · Cde Natso Khumalo
- · Cde Bheki Ntshalintshali
- · Cde Nkosazana Dlamini-Zuma

#### 2. Minutes from Previous Meeting (12 November 2019)

To be looked at in the next meeting

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## 3. Department of Environment Forestry and Fisheries

Minister of Environment Forestry and Fisheries came to present on the filling of vacancies in 3 boards namely: SANParks (South African National Parks), SANBI (South African National Biodiversity Institute) and Isimangaliso Board.

The Minister was commended in the process that she has engaged the ANC in KZN for Isimangaliso board and for the inclusion of white candidates in her proposals. The Committee resolved to accept the 3 proposals.

#### 4. Department of Public Service and Administration

The Minister came to present the filling of the vacancy of the DG and the Principal for the National School of Governance. The Minister extended his apology for not complying with the process on the Deployment till now. The Minister indicated that for the DG position, they have shortlisted 4 candidates and all 4 meet the requirements.

The first candidate for DG position is a woman who has Master's degree as one of her qualification and she is currently Head of Department. The second candidate is also a female with relevant experience and she is currently a DDG. 3<sup>rd</sup> candidate has relevant experience and is currently a DDG. The fourth candidate has relevant experience and is currently a DDG.

The Committee resolved to accept the first woman candidate to be a DG as there is a shortage of woman DG's within the Public Sector.

#### National School of Governance:

The post of the principal has been vacant since November 2019, shortlisting have been done and the interviews have been scheduled for the 21 January 2020. Five candidates with good profiles have been shortlisted. There were two women and the other one fell off during further assessments.

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The committee resolved that the Minister can proceed to interview the candidates.

#### 5. Department of Public Enterprises

The Committee raised serious concerns that the Minister always present fate accomplished matters, the matter of CEO that the Minister wanted to present on is already in the media.

The Minister was reminded that he must always follow the processes of Deployment before there are any adverts.

The Committee made it known to the Minister that he must follow the correct procedure of informing the Committee before any appointments of such are made.

#### 6. Department of Mineral & Energy

The Minister presented that members of the NECSA board resigned one after the other and only 3 members remained. An advert was issued for the filling of vacancies with the intention that the 3 remaining board members will be maintained. The 3 remaining have subsequently resigned this week.

There is a proposal that the 3 boards be measured into one board of NBCSA but the Minister is still looking at the legal processes. Currently the Chairpersons of the other boards have been included in the proposed list of the new board.

The Committee noted that one candidate has been proposed on the other boards and she is currently serving in many boards and thus her name should be removed.

The Committee resolved to accept the Ministers proposals and that the Minister must further engage with the DSG

#### 7. Defence

The Minister presented on the filling of vacancy of CEO Armscor, she was reminded that she has not complied with the process of the Deployment and that she has been reminded for the second time. An advert was issued and 87 applicant responded and shortlisting was done and only 15 remained. The competency assessment process reviewed that only 2 candidates can be considered. The board proposed the name of the current Acting CEO to be considered which is what the Minister came to present.

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The Committee allowed the Minister to go ahead with the process but was also reminded that in future she must work with the office of the DSG.

#### 8. Communication

The DSG presented On ICASA board that the Minister had informed that there will be advert for ICASA boards, 75 applicants applied, 75 names were discussed by ANC Communications Sub-Committee, and the Minister is supposed to be present and defend the shortlist. Interviews are to take place on 5<sup>th</sup> of February 2020.

The Committee accepted the process so far, and agreed to meet with the Minister before they start the interviews. The Committee agreed not to proceed without the views of the Minister. Chairperson proposed that this matter be put aside until the next meeting. The committee raised the issue that the list is not clear, on the qualifications or disability. The DSG to speak to the Chairperson of the Communication Sub-Committee to postpone the shortlisting.

#### 9. Conclusion

The office of the DSG was requested to write a reminder to all the minister on the process of the Deployment.

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Deployment Committee Minutes 10<sup>th</sup> Floor Boardroom Luthuli House 23 March 2020

#### 1. Welcome

The Deputy President welcomed and opened the meeting

#### 2. Apologies

- Cde 'Mduduzi Manana
- Cde Sfiso Buthelezi
- · Cde Mildred Oliphant
- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Meokgo Matuba

#### Attendees:

- Cde David Mabuza
- Cde Yasmin Duarte
- Cde Lindiwe Sisulu
- Cde Nkosazana Dlamini-Zuma
- Cde Sidumo Dlamini
- Cde Natso Khumalo
- Cde Susan Shabangu

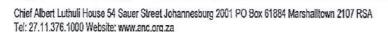
#### 3. Minutes of Previous Meeting

The minutes of the previous meeting were adopted

#### 4. Matters Arising

The matters arising are on the last page as requested by meeting.

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#### 5. Department of Minerals & Energy 9

There were 9 items on the agenda under Minerals and Energy. Time constraints due to Cde the constraints being summoned by the President resulted in only one board being presented.

Central Energy Fund (CEF) required a CEO to be appointed. There are multiple subsidiaries under CEF which require boards to be appointed, this will however be done by the board of CEF.

A list of three candidates were presented in order of preference, the committee decided to maintain the order of as recommended by the process despite the recommendation of the national chair

#### 6. Department of Communications and Telecommunications -

The Postbank Board was presented to the committee. The post as signaled in previous presentation to the committee had already been advertised. The term of the board expires in April. A list of 11 candidates were presented for 7 to be selected by SARB, the balance would be on standby if there are any resignations. The committee decided that 12 should be presented and adjusted the shortlist to ensure gender balance with 7 women of the 12.

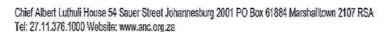
#### 7. Minister of Transport

The minister was due to present three boards, however was unable to make it due to the Corona Virus issues. The item will be deferred to the next meeting.

#### 8. Matters Arising

Please find these on the next page.

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**Matters Arising** 

1. Follow-up from

The minister was tasked with ensuring that the last board that was presented that no person must serve more than 3 boards. The Minister explained that the person was informed that they were appointed before he could make the changes. Due to an oversight on the last presentation the chairperson was meant to be an additional person whom the board included in the numbers, so minister appointed her.

2. The Director

The long list has been concluded and interviews were to be conducted. A list of the applicants was to be emailed to all members of the committee.

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Deployment Committee Meeting Zoom Video Conference Call 13 April 2020 08:00

#### 1. Welcome

The Deputy President opened the meeting and welcomed the comrades.

#### 2. Attendance

- · Cde David Mabuza
- Cde Jessie Duarte
- Cde Nkosazana Dlamini Zuma
- · Cde Lindiwe Sisulu
- · Cde Sfiso Buthelezi
- · Cde Susan Shabangu
- · Cde Solly Mapaila
- Cde Mduduzi Manana
- Cde Mookgo Matuba
- · Cde Sibongile Besani

#### 3. Apologies

- · Cde Natso Khumalo
- · Cde Sidumo Dlamini

## 4. Department of Cooperative Governance and Traditional Affairs - Director General

There were 105 applications of which after screening and interviews they came to a short list of 4. The 4 consisted of 3 women and 1 man. The man was an internal application. Each candidate was made to make a presentation on how to transform the department. From the presentations and questions, one stood out, the women. She has good corporate and public experience, another factor was that most of the senior positions in the department are African males, this should bring diversity. The department has been without a DG for a while. The committee was happy with the candidate and process.

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#### DEPLOYMENT COMMITTEE MINUTES

Zoom Conference Call

25 May 2020, 08H00

- 1. Opening & Welcome
- 2. Apologíes
- 3. Department of Treasury -
  - CEO of PIC
  - South African Risk Insurance Association (SASRIA)

The presentation was noted, process had not been followed however the candidates recommended were diverse, skilled and experienced. The committee on those grounds allowed the two items to process.

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Deployment Committee 10<sup>th</sup> Floor Boardroom Zoom Video Conference 11 May 2020

1. Welcome

The Deputy President welcomed and opened the meeting

- 2. Apologies
- Cde Natso Khumalo
- Cde Meokgo Matuba

#### Attendees:

- Cde David Mabuza
- Cde Yasmin Duarte
- Cde Lindiwe Sisulu
- Cde Nkosazana Dlamini-Zuma
- Cde Natso Khumalo
- Cde Susan Shabangu
- Cďe Sfiso Buthelezi
- Cde Mildred Oliphant
- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Sibongile Besani

#### 3. Department of Water & Sanitation - Cde Lindiwe Sisulu

Cde Lindiwe Sisulu indicated that several water boards had their terms extended due to Covid-19. Three water boards, namely Lepelle Northern Water Board, Magalies Water Board and Sedibeng Water Board which the documentation was not ready, required that an interim board be appointed. The Office of the DSG was tasked with sending names for consideration for these boards.

4. Department of Transport -



a) Railway Safety Regulator

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There were 182 applications received for the board positions. From the applications came with a recommendation of 9 Cdes, of which 4 were male and 5 female. Among the males, one was white and another coloured. The list presented to the Deployment Committee covered all stakeholders which the minister is required to cover.

#### b) Road Traffic Infringement Agency

The post had 50 Applicants which the minister appoints 5, then one must come from the NPA. The 5 presented included 3 male and 2 female, one male was Indian and all other candidates were African. The list was approved as is.

Cde Mbalula indicated that there would be a number of posts that will be sent out soon, he will inform the committee.

## Minister of Communications -

#### a) GCIS - Director General

Cde Jackson Mithembu presented the 27 applicants for the position. From the 27 6 were shortlisted, 2 were female and 4 were men. All were African with the acception of 1 male who was Indian. The preferred candidate was a female, which the deployment committee agreed on

#### b) ICASA

The process started with 75 applicants for the position. After going through the parliamentary process, 10 names were presented of which only 3 were females. 9 of the applicants were approved by the parliament process and one name came after, which Cde Jackson was unable to speak to. The board at the time still had three females sitting, two African and one coloured. The meeting concluded that the process will go back and be finalized with the communications subcommittee chairperson and the Communications portfolio chairperson.

#### 6. Matters Arising

Please find these on the next page.

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#### **Matters Arising**



- 1. Meeting Resolutions
- The Deployment Committee is not obligated to deploy any person after their term has come to an end.
- Members of the deployment Committee should be given documents ahead of time to allow hem to process.
- iii) The database of comrades for deployment should be circulated.
- iv) should make a presentation in the next meeting.
- An alternative platform to host meetings should be found because of the security concerns raised with Zoom.

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Deployment Committee Meeting Zoom Video Conference Call 26 June 2020 10:00

#### 1. Welcome

The Deputy President opened the meeting and welcomed the comrades.

#### 2. Attendance

- Cde David Mabuza
- Cde Lindiwe Sisulu
- Cde Sfiso Buthelezi
- Çde Mduduzi Manana
- Cde Meokgo Matuba
- Cde Sibongile Besani
- Cde Mildred Oliphant
- Cde Natso Khumalo

#### Apologies

- Cde Jessie Düarte
- Cde Sidumo Dlamini
- Cde Nkosaza Dlamini-Zuma
- Cde Susan Shabangu
- Cde Solly Mapaila
- Cde Bheki Ntshalintshali

#### 4. President on Special SOE Council

The President was called to make a presentation based on the previous resolution of the Deployment Committee. The President starfed by apologising for the appointment of the SOE Council without the involvement of the Deployment Committee, explained that it was an omission due to the pressure. A breakdown of the members of the council was given and the process which was used to get to the members. The involvement of labour federations was requested by the President.

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#### 5. Discussion

The members of the council are male dominated, the absence of women was an issue raised. There is a vacancy on the council which should be filled in consultation with the Deputy President and Deputy Secretary General.

The committee members took advantage of the Presidents presence to raise the following challenges faced by the deployment committee;

- . Deployment Committee used to rubber stamp appointments, lack of compliance by members
- Appointments brought to the Deployment Committee but another name presented to cabinet.
   This however will be looked into by the Deputy President
- Cde Naledi Pandor to work more closely with the Deployment Committee, she will present to the next Deployment Committee.
- Department of Women, Children and Persons with Disabilities Director General

The Minister made a presentation on the process that was followed to reach the recommended candidate. The Deployment Committee Procedures were followed and the Deployment Committee agreed with the recommended candidate.

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# DEPLOYMENT COMMITTEE MINUTES ZOOM VIDEO CONFERENCE CALL 14 August 2020 10:00

- 1. Welcome
- 2. Apologies
- 3. Department of Home Affairs
  - a) Appointment of Director General

The presentation on the item was welcomed and supported as processes had been followed and candidate met all the required criteria.

4. Department of Communication & Digital Technologies -



- a) Adverts

Director General

b) CEO Positions

Appointment of NEMISA CEO

South African Post Office CEO

c) Boards

South African Post Office 4 Vacancies

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The advert for the Director General of the department was presented and members were requested to encourages skilled comrades to apply.

The remaining items did not follow processes as the presenter was unaware of the process. The presentations were supported as the candidates had a balance of gender, skills, youth and geographic spread.

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## DEPLOYMENT COMMITTEE MINUTES ZOOM VIDEO CONFERENCE CALL

24 August 2020 08:00

- 1. Welcome
- 2. Apologies
- Department of Environment Forestry & Fisheries –



a) Director General

The committee welcomed and supported the presentation and preferred candidate as the candidate was skilled and had experience within the department at a provincial level.

Department Of Small Business Development –



a) Executive Positions

Appointment of Small Enterprise Development Agency (SEDA) Chairperson

Appointment of Small Enterprise Finance Agency (SEFA) CEO

The presentations were welcomed and supported by the committee as the candidates were skilled and met the respective requirements.

Department of Treasury –



a) Board

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The committee welcomed the presentation however was not happy with the failure to follow the processes. The committee recommended that further consultations be made before proceeding with the item.



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## DEPLOYMENT COMMITTEE MINUTES ZOOM VIDEO CONFERENCE CALL

21 September 2020 08:00

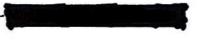
- 1. Welcome
- 2. Apologies
- 3. Department of Water and Sanitation -



a) Amatole Water Board

The presentation of an interim board was supported by the deployment committee and the process to appoint a permanent board was to be initiated to provide stability.

Department Of Defence and Military Veterans -



- - a) Director General of Military Veterans
  - b) Armscor Board

The shortlisted candidates for the Director General position were supported by the committee in the order of preference presented as process was followed.

The presentation for the Armscor Board was welcomed; more skills in finance, an engineer and a labour representative were suggested. The presentation was supported with the recommendation that the suggested skills be included.

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a) Appointment of Board for Onderspoort Biological Products (SOC) Limited

The presentation on the board was welcomed, the process was followed and the presentation was supported as it covered the gender, youth and skills.

## 6. Deployment Committee Outstanding Matters Report

The National Youth Development Agency was discussed and the committee was not happy with the process that was followed. A presentation on the matter was requested in the next meeting to resolve the challenges in the process.

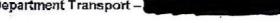
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- 1. Welcome
- 2. Apologies
- 3. Department Transport -



a) PRASA Board

The presentation was welcomed and supported as it included youth, experience, skills and gender balance. There was a request for labour representation on future transport boards.

#### 4. Department Of Transport -

a) Director General of Justice and Constitutional Development

The presentation was welcomed by the Deployment Committee, the two candidates presented were recommended as the process was yet to be finalised and the committee.

5. Closure

President: C Ramaphosa, Deputy President: D Mebuza, National Chalrperson: G Mantashe, Secretary General: SE Magashule, Deputy Secretary General: J Duarte, Treasurer-General: P Mashatile

#### SECRETARY GENERAL'S OFFICE

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9 November 2020 08:00

- 1. Welcome
- 2. Applogies
- 3. Department of Trade, Industry and Competition I



- a. National Lotteries Commission Chairperson
- b. National Lotteries Commission Non-Executive Position

There was a presentation made which was supported for both the board and chairperson.

A THAN ME AND MAKE IN A

Department of Communication & Digital Technologies —





- a. Director General
- b. South African Post Office CEO

The recommendations of the presentation were supported for both positions

5. Department of Mineral & Energy Resources -



- a. Chairperson of Central Energy Fund
- b. CEO of National Energy Regulator SA

## SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauet Street Johannesburg 2001 PO Box 61884 Marshalltown 2407 RSA

Tel: 27.11.376.1000 Website: www.anc.org.za



The presentation was a second attempt after the first was interrupted due to the National Chairperson being called into a meeting by the President. The recommendation of the recruitment process was favoured over the preference of the Minister for the Central Energy Fund. The National Energy Regulation recommendation which was in line with recruitment process recommendation was supported.

6. Closure

President: C Ramaphosa, Deputy President: D Mabuza, National Chairperson: G Mantashe, Secretary General: SE Magashule, Deputy Secretary General: J Ouerie, Treasurer-General: P Mashalife

## SECRETARY GENERAL'S OFFICE



Tel: 27.11,376,1000 Websile: www.anc.org.za



## DEPLOYMENT COMMITTEE ZOOM VIDEO CONFERENCE CALL

30 November 2020 08:00

- 1. Welcome
- 2. Apologies
- Department of Public Enterprise
  - a. Eskom Board
  - b. South African Airways Board

A presentation was made for an interim structure that would provide stability to both institutions. Processes were not followed; however the deployment committee would be consulted on the appointment of both boards.

## Department of Transport –

a. Cross-Border Road Transport Agency

The presentation was not accepted by the deployment committee. There were issues raised with regard to processes being followed and the candidates and the make-up of the board. The item was sent back to be refined.

#### LIST OF DECISIONS OF THE NATIONAL DEPLOYMENT COMMITTEE

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
January 2021	Board of Amatole Water	WhatsApp Group
	Board of Cross Border Road Agency	message
	CEO SA Weather Services	300
November 2020	ESKOM Board	Minutes, 30 November
	SAA Board	2020
	Board of Cross-Border Road Agency	
November 2020	Chairperson, National Lottery Commission and Non-	Minutes, 9 November
	executive position	2020
	Director General, Communications	
	CEO, SA Post Office	
	Chairperson, Central Energy Fund	
	CEO, National Energy Regulator SA	
	, taliena inc. g, tiegalater e, t	
November 2020	CEO of Weather Services	WhatsApp Group
	CEO SA National Biodiversity Institute	message
October 2020	Board of PRASA	Minutes, 9 October
	DG, Constitutional Development	2020
October 2020	Council of the Film and Publication Board	Advert
October 2020	PRASA Board	WhatsApp Group
		message
September	Board of Amatole Water	Minutes, 21 September
2020	Director General, Military Veterans, DoD	2020
	Board of Armscor	
	Board of Onderspoort Biological Products Ltd	19
	NYDA	
August 2020	Director General, Department Communications and	Advert
Ü	Digital Technologies	
		<u> </u>
August 2020	DG, Environmental affairs, Forestry and Fisheries	24 August 2020
	Chairperson, Small Enterprise Development Agency	
	(SEDA)	φ.
	CEO, Small Enterprise Finance Agency (SEFA)	
	Board of DBSA	
	333.4 37 3337	
August 2020	Director General of Home Affairs	Minutes, 14 August
August 2020	Director General, Communications	2020
	A THE BY THE TOTAL THE STATE OF STATE O	2020
	CEO, NEMISA	

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	CEO, SA Post Office	
	Board of SA Post Office	
August 2020	Auditor General	WhatsApp Group
	Information Regulator	messages
1.1.2020		Adverts
July 2020	Board of the Media Diversity Agency, list of	WhatsApp Group
	nominated/shortlisted names	Message
July 2020	Board of National Youth Development Agency	WhatsApp Group
		Message
July 2020	Director General, Department of Justice and	Advert
	Constitutional Development	
June 2020	CEO Council	Minutes, 26 June 2020
	DG for Dept W, Youth, Children, Persons with Disability	
15 June 2020		No Minutes,
		Attendance register
May 2020	CEO of Public Investment Corporation	Minutes, 25 May 2020
	Board of SASRIA	
May 2020	Board of Media Development & Diversity Agency	WhatsApp Group
		message T Masilela
May 2020	Interim Boards of Lepelle Northern, Magalies and	Minutes, 11 May 2020
	Sedibeng Water	
	Board of Raidway Safety Regulator	
	Board of Road Traffic Infringement Agency	
	Director General, GCIS Board of ICASA	
	Board of ICASA	10
April 2020	DG of COGTA	Minutes, 13 April 2020
March 2020	CEO of Central Energy Fund	Minutes, 23 March 2020
	Board of the PostBank	
	Follow-up on people serving on more than 3 public	
	boards	
	DG of COGTA	
January 2020	Board of SANPARKS	Minutes, 20 January
	Board of SANBI	2020
	Board of Isimangaliso	

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	Director General, National School of Governance Public enterprises Board of NECSA CEO of ARMSCOR ICASA Board	
October 2019	Board of NEMISA Board of SA Post Office Board of ZEDNA Domain Name Authority DG Department Women, Youth, Persons with Disability Board of BrandSA Boards of PRASA and Road Accident Fund Letter to be send to all Ministers advising on Guidelines and Procedure for Deployment	Minutes, 14 October 2019
August 2019	NECSA, CEF Boards PETROSA CEO Strategic Fuel Fund Write to Ministers to ensure that gender equity and geographic spread considered, without sacrificing experience. African Exploration Mining & Finance Corporation Requests for deployment	Minutes, 19 August 2019
March 2019	DDG for Teacher's Education and Research, DBE Board of ARMSCOR Judiciary, Supreme Court of Appeal and Constitutional Court judges Requests for deployment	Minutes, 22 March 2019
March 2019	Board Cultural, Linguistic and Religious Commission SABC Board DG Contracts Heads of Mission, DIRCO CFO and Supply Chain DDG in Public Works CEO of Property Management Entity Central Energy Fund CEO of Rand Water Boards of Nkomati, Bloemfontein, TransCaledon, Umgeni, Overberg, Magaliesberg Water	Minutes, 8 March 2019

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
February 2019	Cultural, Linguistic and Religious Commission Municipal Demarcation Board DDG for Corporate Services, Social Development Board of National Development Agency SASSA CEO Commission for Gender Equality SABC Board For noting: appointments of DDGs in Science and Technology department and CFO in Minerals and Energy	Minutes, 22 February 2019
December 2018	Central Energy Fund Reference to boards of Subsidiaries including PetroSAS, PRASA, Strategic Fuel Fund, i-Gas, African Exploration Mining Company, NERSA, NTP Defense Force Service Commission Statistics SA Advisory Council Board of Industrial Development Council Requests for Deployments	Minutes, 3 December 2018
November 2018	Board of CSIR CEO of SASSA Board of Nuclear Energy Board of the Industrial Development Corporation Board of National Development Agency Disaster Management Fund	Minutes, 26 November 2018
October 2018	Transnet Board Board of Denel Board of SANPARKS Municipal Demarcation Board CRL Commission Board of National Advisory Council of Innovation Board of National Space Council, Board of National Research Foundation Board. DG, Trade and Industry Board of ACSA	Minutes, 1 October 2018
August 2018	Municipal Demarcation Board Board of the National Advisory Council on Innovation Board of the National Space Agency Board of the National Research Foundation Director General of Trade and Industry Board of ACSA	Minutes, 3 August 2018

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	Board of SANRAL	
May 2018	Board of SANPARK CEO Isimangaliso SEDA Board Public Enterprises Boards review: ESKOM, Transnet, Denel, SAA, SAFCOL	Minutes, 11 May 2018
1 January 2013 - May 2018.	Unable to find Minutes, documentation and social media related to work of the National Deployment Committee	

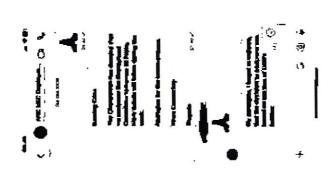
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any loss, whether it be direct, indirect or consequential, arising from this e-mail, nor for any consequence of its use or storage.





## Documents

----- Forwarded message -----

From'

۸ :

Date: Sat, 19 Sep 2020, 14:18

Subject: FW: Amatola Water Documents

Q.

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## Appointments 21.09.2020. (Profile Summary).doc

Sent from my iPhone



Cell: Executive Personal Assistant: Ministry of Defence

Begin forwarded message:

It's the same list as Prasa. The same people should have applied. It was communicated to

So it's these ones:-

Can we have the long list

Eish. I'll need to get that from

Mancotywa is part of the Deployment Database

Great. But he wasn't in the list you

Johannesbarg – The Special Investigating Unit (SIL ) said on Friday at lead obtained as interns court order frechrig the bank for outsit of 40 compations missbard in suspect lendons to supply personal protective equipment to the Chestrag Department of Health during the Contal. If protective, mykeling form SUI insezes bank accounts linked to Gauteng Health Department Covid-19 transer scendal Aug 21, 2020 þď

Dear

process and annex of nominations received memo on NLC Chair and Board selection As discussed, please find attached the for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

Kind regards,

Mobile / Whatsapp (H): +27~. Mobile / Whatsapp (W): +27~ 歐 pot pdt Email (W):

# National Lotteries Nominations

Well received, thank you

Sent from my iPhone

### **Evening Cde**

Please find the attached documents, which are all CONFIDENTIAL.

suggest or make any comments please do send Thank If there are any names you would like to an email to you

Kind regards



Office of the DSG

Sent from Mail for Windows 10

< 9. Database V1 SB.pdf>

### **Evening Cde**

Please find the attached documents, which are all CONFIDENTIAL.

suggest or make any comments please do send If there are any names you would like to an email to you

Kind regards



Office of the DSG

Sent from Mail for Windows 10

< 9. Database V1 SB.pdf>

## Documents - S Buthelezi

Thank you

## Sent from my iPhone

On 25 Mar 2020, at 18:38, Thapelo Masilela wrote:

**Evening Cde** 

Please find the attached documents, which are all CONFIDENTIAL

suggest or make any comments please do send ■Thank If there are any names you would like to an email to

## Ok, so it's not to late for these comrades to be considered

11:32

If they didn't submit the applications as prescribed in the advert then they cannot be considered.

11:33

Yes, true. 11:33 ₩

I take it all the names we received including the ones on 20 May are from the DSG?

10 San 2020

#### <u>D</u>ear DSG

As discussed please find attached hereto the committee to take note and encourage those advert of the post of Director General in the Department of Justice for the deployment who qualify to apply.





Divinger the providing of State Law Admittory And Charles and the second second

POST: DEMECTOR GENERAL! DEPARTMENT OF

MISTICE AND CONSTITUTIONAL DEVELOPMENT

Enture attentive cosponer governmen impupit hopman management, risk management, suddi, systems and procedules

### ENGLUMENT: Mr II Madecha (O12) 357 5655

APPLICATIONS: Ounting the referent reference numbers direct your application to DOIZO-12-OBBinning activity

#### and of the first of the

MOTTE inhomated applicants must builtale their applications

Sound hinawledge and understanding of the South

African Contitionals and legal systems Advocate) will be an added advertage

An undergraduate Legal qualification (NOF 7) and it Brill years' expositioned by the over management and

MEDIUM SECURITY.

pout graduate legal qualification, NOF-B.

MUDDINERING LEVIEL OF BEHEET 3 YES/IN INLINE DE WATH JETY Administration as a Legal Preditioner (Attorney of

organ of state as defined by the Constitution

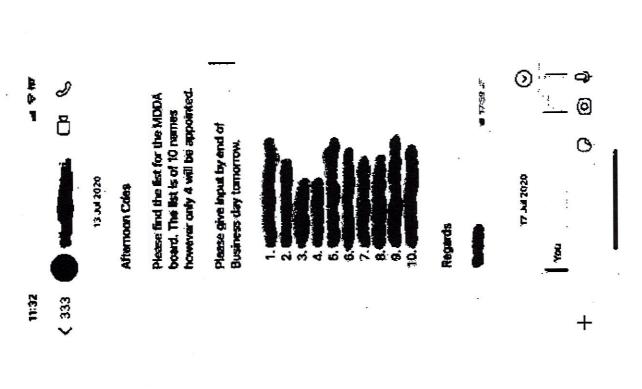
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DENTRE: MATIONAL OFFICE PRETORIA

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Reminder that this post for Auditor General is is closing today. Please encourage connedes to apply.

Regards



A 1075 W

28. bad 2020

Evening Cde's

Please note that you ware all sent emals this morning requesting, urgent input into the NYDA board. Please do make input ASAP.

Regards

₩ 20:04 A

**→ ⊚** 



#### 28 Jul 2020

Morning Coles

require your input were circulated Please note that emails which yesterday for urgent input.

Regards

£ 36 3€ %

**Evening Cdes** 

of Home Affairs. Please do give input before Wednesday the 5th of documents with regards to the DG have just emaked at members AUTOR

Regards

Trapelo

DE 50 Will do Cde 15 Aug 2020

A Formatord

0

**→** @ Andreas State Contract

Ò



#### Evering Convades 20 Aug 2020

Hope you are well and safe.

Would just like to remaind members presented in the last meeting. The Communications which was deadline for applications is of the achiert for the DG of tomorrow.

Kind regards

Committees

Committees

Tages 28 88 - 845

Market M

D9 Sep 2020

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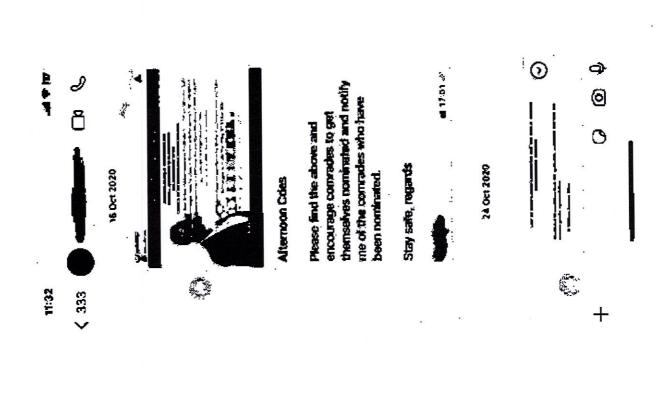
28 Sep 2020

(O)

good evening. I saw the PRO email I will rest he

**→** (9)

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日の見 *9* 8 11:32 **SEE >** 

CANDIDATES PORTUSTED 24 Oct 2020

Ø 90.€1 P

Afternoon Cdes

Please find attached and comment before end of taskness on Monday. There is only one vacancy.

Kind regards:

₩ 13:09 W

03 Nov 2020

Morning Odes

interested and qualify for the Please send narius and cy's of connades who would be following positions;

0

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Q. A-111 -444 A-111

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03 Mgs 2020 Morning Cites Please send names and cv's of Interested and questly for the comractes who would be following positions; · CEO of SA Weather Services · CEO of SA National Bio Diversity Institute

before and of day on Thursday. Please do send to myself on

W 37-20 W

13 Nov 2020

🍏 can't take r call . Lam chairing, please text Sorry, was checking if you are Committee on Monday at 87 attending the Deployment

Yes, fam cole

⊙<sup>;</sup> 10:07

The state of the s



## 26 Jan 2021

# Afternoon Cde

Please verify that the fished email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you A

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Deployment Committee Members Enalls door 1998-17 28-460

W 12:33 W

Thank you 👗 1333 J

My entail address is correct Cde

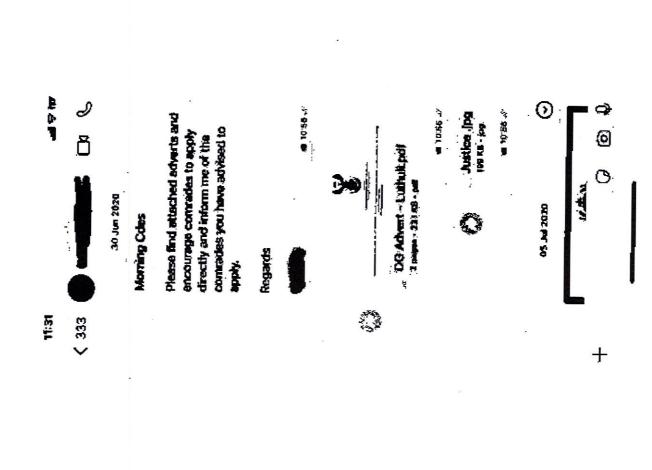
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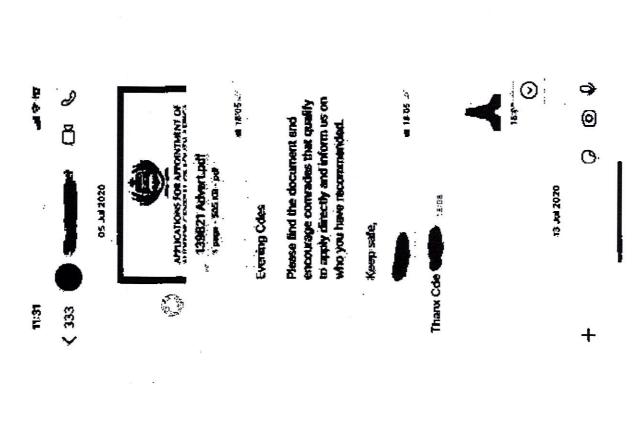
currently in the NEC, I must still try will come back immediately to you I see you are trying to get a response from me, I am and move meetings tomorrow.1 3

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26 Jan 2021

## Afternoon Cale

Please welfy that the listed imai is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you.

Deployment Coranition
Members Englishors

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My email address is correct Cde

Thank you A 1313 J 1,000

28 Mar 2021

currently in the NEC, I must still try and move meetings tomorrow, t will come back immediately to you I see you we trying to get a response from me. I am Š

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**→** ⊚

Good day Thapelo

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



communications & digital technologies

Department:
Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Subject: Appointment of the GCEO

Good day Dawood

trust that this mail finds you in good health. Kindly find herewith correspondence on the appointment of the GCEO.

Thank you and kind regards.



& digital technologies communications

Good day

trust that this mail finds you in good health.

August, via Sunday tabloids, DPSA, and social position will be advertised on the weekend of 7 media. The specification has not changed, so Please be advised that the Director General you are more than welcome to circulate the same advert I sent earlier. Minister requests to also present the candidates for the South African Post Office (SAPO) Board. for National Electronic Medica Institute of South present the Chief Executive Officer candidates resignations of the Board members that were appointed last year. Lastly, she wishes to There are 3 vacancies that arose from Africa (NEMISA).

was received after the fact. Please convey our communication from your esteemed office on sending the advertisements to the committee sincere apologies on the one. May you kindly indicate when the next sitting of the committee will be, so that we can arrange accordingly.

Thank you and looking forward to your response.

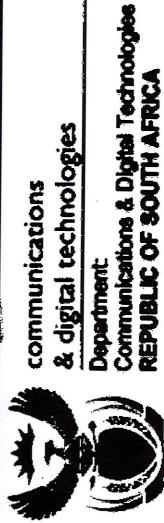


Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards.





& digital technologies communications

and Non-Exec board position

Both please

Noted

Just sent you the documentation to your hotmail

please confirm receipt

Got it thank you

Mobile / Whatsapp (W): +27 Mobile / Whatsapp (H): → pat pdf pdt Email (W):

ear

process and annex of nominations received memo on NLC Chair and Board selection As discussed, please find attached the for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

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5

# National Lotteries Nominations

Well received, thank you

Sent from my iPhone

Subject: Appointment of the GCEO

Aamı <

Good day

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Thank you and kind regards,





communications & digital technologies

Department

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards,



& digital technologies Communications

Department:
Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



communications & digital technologies

Department:
Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Subject: Appointment of the GCEO

Good day

I trust that this mail finds you in good health. Kindly find herewith correspondence on the appointment of the GCEO.

Thank you and kind regards,



communications & digital technologies

Department:





#### PERSONAL DETAILS

Surname:

First Names:

Date of Birth:

Nationality: Gender:

Marital Status:

Criminal Offences:

South African

Single None Address:

Cell:

Driver's License: First Language:

Other languages:



#### HIGHER EDUCATION

Doctor of Philosophy, Ph.D. [Political Studies – Cum Laude]

Queen's University at Kingston, Canada: 2000 – 2004

Thesis:

"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry

1987-2004." Supervisor: Professor Bruce J. Berman

Courses Completed:

Comparative Politics of Development

International Political Economy Southern Africa

International Politics National Security

- Master of Philosophy, M.Phil. [Political Management]

University of Stellenbosch: 1997 – 1998

- Bachelor of Arts, B.A., [Political Studies]

University of Cape Town: 1994 - 1996

#### **COURSES ATTENDED**

2008 China-Africa Exchange on Sustainable Development – November, Tongji University,

Shanghai, China

2000 Certificate in Refugee Studies – June, York University, Ontario, Canada

#### HIGH SCHOOL

Last school attended

:

Highest Standard Passed



**CAREER HISTORY** 

1. Ministry for Social Development: Special Adviser: Minister for Social Development (01 April 2018 – 28 May 2019)

#### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
  - Development of human and social development interventions;
  - Poverty reduction, food security and community self-sustainable programmes;
  - Comprehensive social security social crime prevention and anti-substance abuse
     Community development, families and social welfare services;
  - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.
- The Presidency: Special Adviser: Minister Responsible for Women
   (01 February 2017 31 March 2018) Transfer from Women to Social Development with Minister

#### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

#### **ACTING DIRECTOR-GENERAL**

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 31 March 2018. In this capacity, I was:
  - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
  - Responsible for an annual budget of at least R170 million;
  - Responsible for at least 110 employees;
  - Representing the Department of Women at the Forum of South Africa's Directors-General [FOSAD] as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

- Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.



#### SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- I also led a research grant for £41,738.00 by the British Council for Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province, for the period March 2015 March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.



#### SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility Programmes
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

#### 5. Ministry of Defence and Military Veterans – Chief Director Research and Advisory (October 2009 – December 2011)

#### **SCOPE OF DUTIES**

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary
  Questions and representing the Ministry in various Parliamentary Committees amongst others,
  the Joint Standing Committee on Defence and the Defence Committee.

#### 6. Department of Housing – Chief Director: Office of the Director-General (January 2008 – September 2009)

#### SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities
   Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

#### 7. National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability (July 2006 – December 2007)

#### SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence
   Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

#### 8. The Presidency – Director: International Relations and Trade (July 2005 – July 2006)

#### SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

#### 9. National Intelligence Agency: Senior Analyst - Political Intelligence

#### SCOPE OF DUTIES

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

#### PROFESSIONAL MEMBERSHIPS

#### National Education Collaboration Trust: A member of the Limpopo Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

#### University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

#### Secretariat: Social Transformation Committee: African National Congress (2009 – 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

#### AWARDS RECEIVED

2015

2003-2004



#### Page 6 of 8

2000-2004	Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
2000-2004	National Research Foundation's Prestigious Scholarship for a Ph.D.
1999	French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
1997-1998	Abbe Bailey Trust, scholarship (M.Phil.)
1998	Human Sciences Research Council research funding (M.Phil.)
1998	Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
1997	South African Political Science Association

#### **PUBLICATIONS: BOOKS**

2006 The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa, Routledge, London and New York.

#### PUBLICATIONS: ARTICLES

2009	"There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
2004	"Accountability and oversight: The role of parliament in arms transfers," in Le Roux, Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC, Institute for Security Studies, Pretoria.
2003	"The National Conventional Arms Control Act: An update," in <i>Focus on Small Arms</i> , Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
2003	"On the origins of war in Africa," in <i>African Security Review</i> , Volume 12, Number 2, pp. 81–90, Institute for Security Studies, Pretoria.
2002	"Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
2001	with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." <i>Africa Today</i> , Volume 48, Number 3, Fall pp. 36–49, University of Indiana Press, Bloomington.
1999	"Xenophobia and relative deprivation," <i>Crossings</i> , 3 (2), 4–5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

#### PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," Business Day, 11 March 2008
- "The importance of adequate housing," Mail & Guardian, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently, Cape Argus,
   November 2009
- "Essential service worthy of defense," Mail & Guardian, 11 April 2011
- "Harnessing collective efforts is the answer," Mail & Guardian, 26 April 2013
- "Improving the lives of SA's children," Mail & Guardian, 29 November 2013

CONFERENCE PAPERS PRESENTED		
2016	"The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.	
2016	"Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.	
2016	"Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the $14^{\rm th}$ Annual Hawaii International Conference on Education, 03–06 January, Honolulu, USA.	
2015	"Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With ; P. Kutame; Paper presented at the First Univen — WSU International Conference, 02–04 September, East London.	
2006	"The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27–30 April. Conference organized by the Brenthurst Foundation.	
2003	"Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8–12 July, Arusha, Tanzania.	
2002	"Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.	
2002	"Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-written with Dr. Jonathan Crush – presented at the Canadian Association of African Studies, 31 May, Toronto, Canada.	
1999	"Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAMP conference, 16–18 May, Cape Town.	
1997	"Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.	

#### **Motivation Letter**

#### Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

#### Summary of work experience:

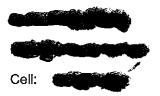
- Academic capacity development
- Academic coordination and teaching (lecturer)
- · Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- · Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development. Learning Never Ends.

#### Yours Truly







#### **Career Statement**

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), chemistry, pharmaceutical, project management, strategy business analysis/intelligence environments.

#### **Experience Summary**

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

#### **Professional Achievements**

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

#### **Professional Experience**

#### **Project Manager**

Current

Ascendis Pharma - Bryanston, Johannesburg, South Africa

#### Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and perfuming audit for 3<sup>rd</sup> party manufacturers, suppliers and laboratories

#### **SANAS Board Member**

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 - November 2021

SANAS –

#### Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

#### **Board Member and Chairperson of Technical Committee**

Reporting to minister of DMRE

June 2016 - August 2019

Mintek – August 2019

#### Responsibilities:

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

#### Researcher at Research Directorate Office (Temporary)

August 2016 - November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- Perform several ad-hoc analysis for Research Directorate office

Council Member

Reporting to minister of DHET

February 2017 - March 2018 (ONLY quarterly meetings)

TVET, Flavius Mareka College - Sasolburg, Gauteng, South Africa

#### Responsibilities:

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

Strategy Business Analyst

August 2012 - January 2015 (Retrenched)

Sasol International Energy - Rosebank, Gauteng, South Africa

#### Responsibilities:

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

Senior Scientist

July 2008-August 2012

Sasol Technology, R&D - Sasolburg, Free State, South Africa

#### Responsibilities:

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division - Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at Poland as an exchange post-doctoral fellow.
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

1st year Chemistry Lecturer - Doorenfontein, Gauteng, South Africa

Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

#### **Education and Qualification**

Doctorate (PhD) - Chemistry, March 2007

University of Witwatersrand - Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) - Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo - Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA - Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

UNISA - Pretoria, Gauteng, South Africa

#### Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

#### References







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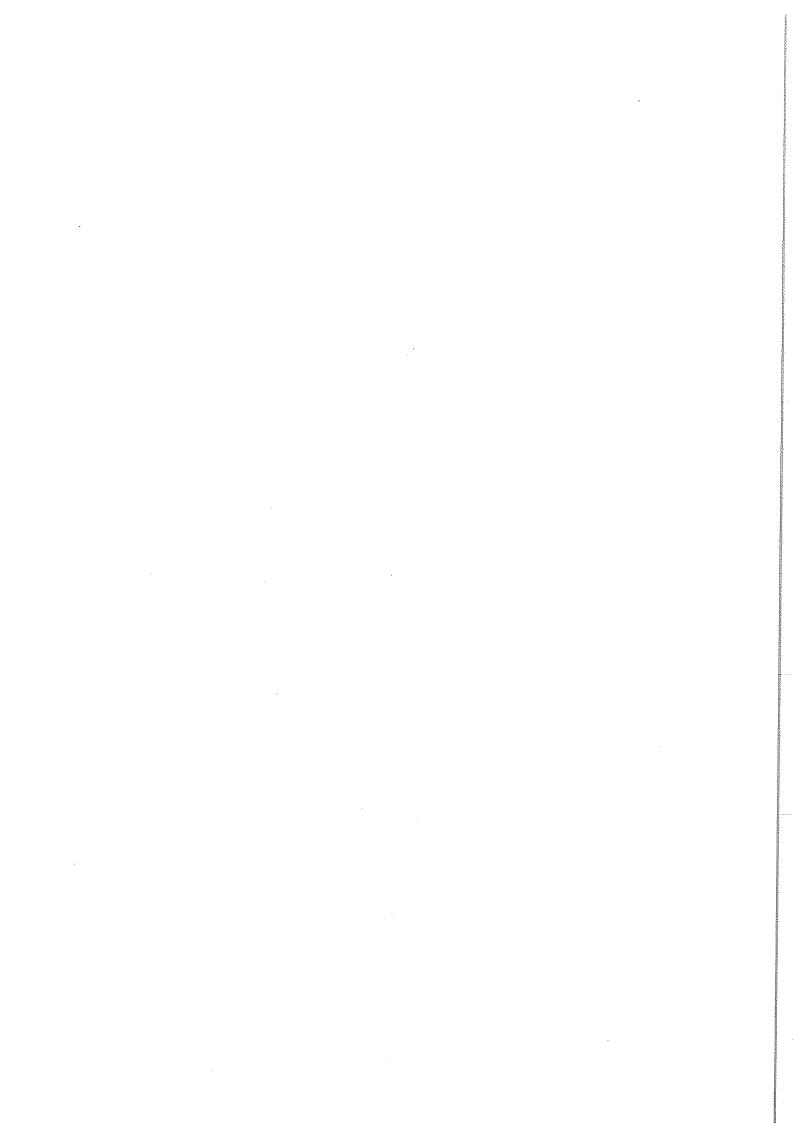
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#### BCom.CAIB(SA),MBL.PCC

**Managing Member** 

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

#### **BUSINESS ACHIEVEMENTS**

Rosebank Catholic Church (pilot) - Turnaround strategy

Honey Comb Sweets (Pty) Ltd - Turnaround strategy and implementation through the UNDP

GALXCOC (Alexandra) - Sustainable socio-economic township development

Small Enterprise Development Agency SOC Ltd - Multimillion rand structured financing

Executive Development - Business coaching across different industries

Nedbank Ltd - Strategic planning, transformation and human capital

Standard Bank Ltd - Business development including Africa expansion

Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational implementation

#### <u>PURPOSE</u>

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

#### **MOTIVATION**

enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of personality attributes include: effective business strategy development and execution for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

strong orientation toward operational and process delivery allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial* performance. He is bottom line driven based on "end to end" processes including environmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Nations initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management team shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

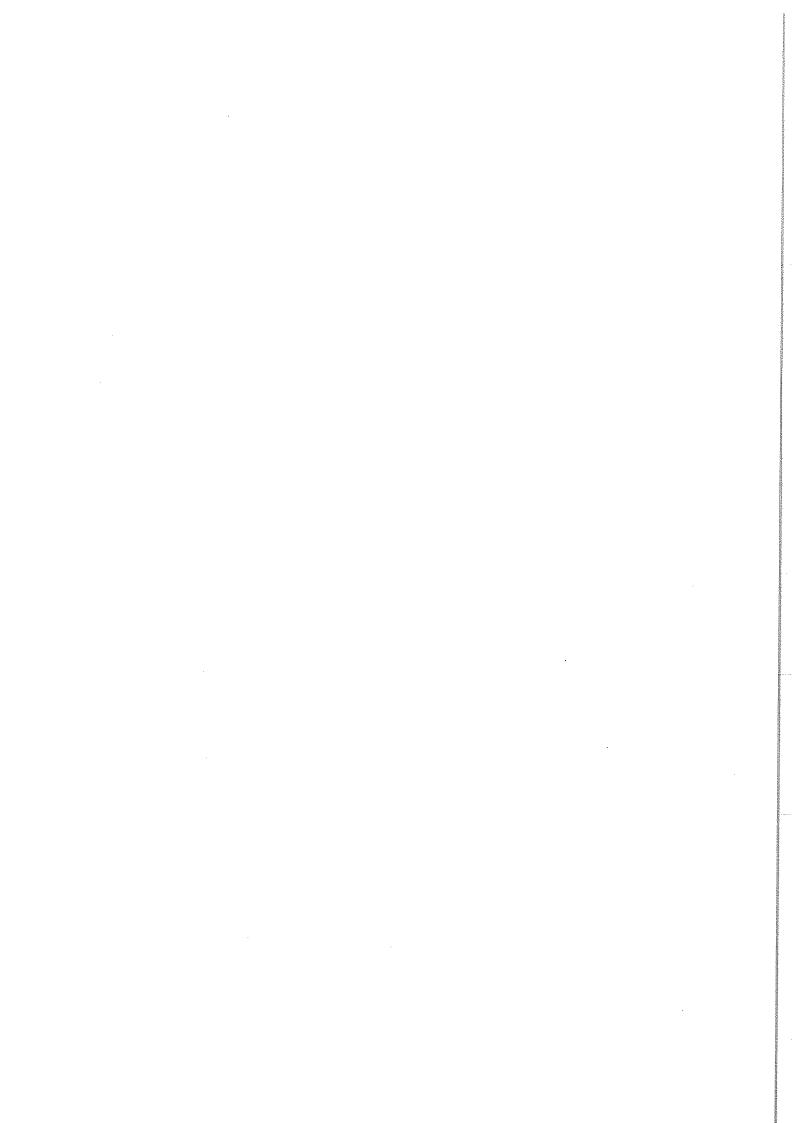
also spent several years in the area of human capital development. His exposure in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture — a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his flduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, management skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



12 September 2020



#### PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

#### Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

#### Motivation and Experience

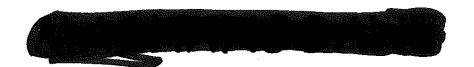
As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

M

# CURRICULUM

VITAE





#### EDUCATIONAL BACKGROUND

HIGHEST STANDARD PASSED:

Standard 10.

[1975 - 1976]

SUBJECTS PASSED

Northern Sotho (HG)

Afrikaans 2nd Language (HG) English 2nd Language (HG)

Mathematics (HG)
Physical Science (HG)

Biology (HG)

Afrikaans Mondeling, and

English Oral

TERTIARY EDUCATON

BA

(University of South Africa)

[1983 - 1994]

BA (Hons)

(Rand Afrikaans University)

[1995 - 1996]

MA. (Rand Afrikaans University)

[1997 - 2001]

: Certificate in Management (CM)

{Stage 1 of MBA}

(Buckinghamshire

Chilterns University College-UK)

[1998]

: Post Graduate Diploma in

Management Studies (DMS)

{Stage 2 of MBA}

(Buckinghamshire Chilterns

University College - UK)

[2000]

MBA

:

(Buckinghamshire Chilterns

University College-UK)

[2003]

#### PERSONAL INFORMATION

:

SURNAME

FIRST NAMES

DATE OF BIRTH

MARITAL STATUS

DEPENDANTS

. 40

NATIONALITY

SOUTH AFRICAN

RESIDENTIAL ADDRESS

POSTAL ADDRESS

CONTACT NO.

E-MAIL ADDRESS

HOME LANGUAGE

: NORTHERN SOTHO

OTHER LANGUAGES

SETSWANA, SESOTHO,

ENGLISH AND AFRIKAANS

LANGUAGES FAIRLY

UNDERSTOOD

isiZULU,isiXHOSA,SWATI,

isiNDEBELE,XITSONGA

AND TSHIVENDA

DRIVERS LICENCE

help support and accelerate the development of Black engineers in Suzlon. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme,
   Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

#### Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- Chief Operating Officer of MTN
- (a cousin), ZimCapital
- Virgin Group
- •

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

#### Attributes:

#### Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastic
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

#### Management style:

regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

### Achievements:

achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

#### Summary:

believes nothing is impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

**Duties** 

Management of the finance and procurement division; human resource

management; information technology and project management office.

• Financial and budgeting administration. This included ensuring the Annual

Financial Statements of the department are compiled and released on the

prescribed dates.

Oversee the implementation of both the IT and Human Resource strategies of

the organisation.

Performance monitoring and evaluation unit within the Project Management

Office, I oversee the putting together of the performance indicators and the

monitoring of the implementation. We compile the consolidated guarterly

reports of both performance and the quarterly financial projections.

2001 - 2009(May) Chief Financial Officer: GCIS

**DUTIES** 

· Managing the financial administration and Budget office. Also responsible for

the overseeing the compilation of the Annual financial statement of the

department and the Budget submissions to National Treasury

· Managing the supply chain division and serving as the chairperson of the

Adjudication Committee.

· Advice management on a monthly basis the expenditure trends and provide

financial and procurement support to the line managers.

Overall managing of the Chief Directorate comprising of approximately 80

officials with a budget of R4m.

1999 - 2000 Director: Finance GCIS

**DUTIES:** 

Management of financial administration and budgeting division of the

department and acting as the Chief Financial Officer;

July 2019

4

 Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

## 1997 – 1999 Deputy Directors: Administration: GAUTENG PROVINCIAL GOVERNMENT

#### **DUTIES**

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)

Gauteng Provincial Government

#### **DUTIES:**

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

## 1993 – 1994 (April) Administrator: Department of Information and Publicity AFRICAN NATIONAL CONGRESS (ANC) HQ

#### **DUTIES**

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department
AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

#### **DUTIES:**

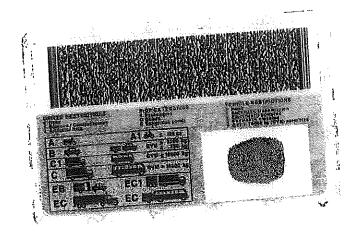
- Co-ordinating the interaction between Head Office with the regional offices.
- Arranging meeting and receiving reports from the Regional Offices

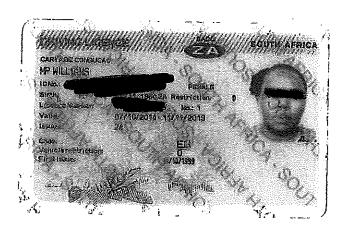
1978 - 1989.

Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.

#### REFERENCES

- 1. (Former boss)
- 2. Deputy CEO: Stakeholder engagement GCIS
  Contact:
  Email





COMMISSIONER OF OATHS
Tshegofatso Kgarabjang
Director: Legal Services
Department: Communications Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield. Pretoria Tel: 012 473 0478

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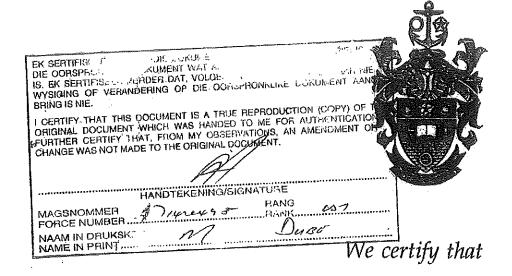


## Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nationale Senior Sertifikaateksamen)

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## University of South Africa





having complied with the requirements of the Act and Statute, was admitted to the degree of

## BACHELOR OF ADMINISTRATION

at a congregation of the University

on 4 May 1998

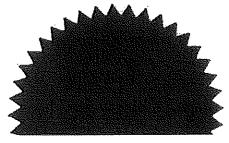
SOUTH AFRICAN POLICE SERVICE CLIENT SERVICE CENTRE

2019 -07- 13

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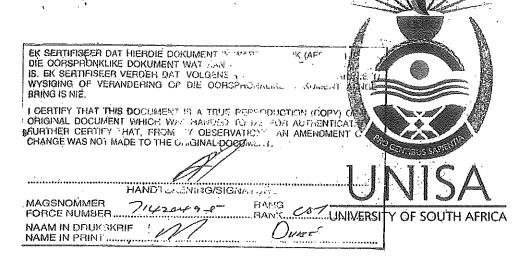
SUID-AFRIKAANSE POLISIEDIEN







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having complied with the requirements of the Higher Education Het and the Institutional Statute, was admitted to the degree of

## MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University

on 3 October 2006

Vice-Chancellor

SOUTH AFRICAN POLICE SERVE CLIENT SERVICE CENTRE

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CLEVELAND
SUID-AFRIKAANSE POLISIEDIE



Executive

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### CONFIDENTIAL

#### COMMISSIONER OF OATHS

Tshegofatso Kgarabjang Director: Legal Services Department: Communications Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield, Pretoria Tel: 012 473 0478

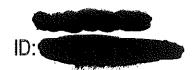
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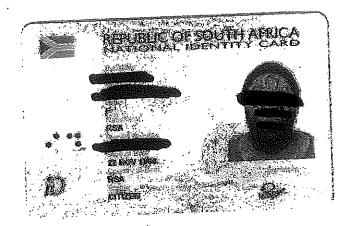


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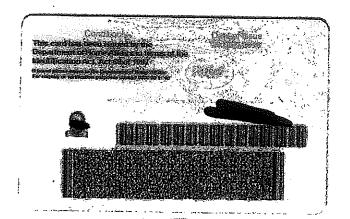
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Pretoria, 3001
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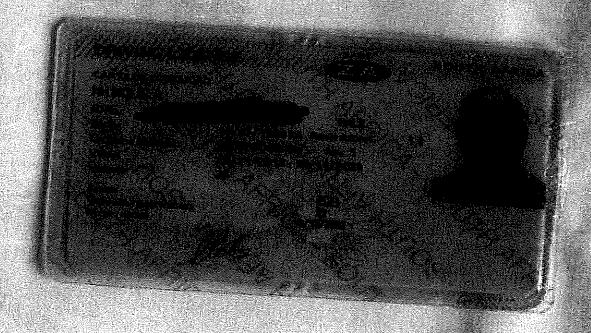
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DIRECTEUR GENERAL:
BINNELANDSE SAKE

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REGISTERED RESIDENTIAL AND POSTAL ADDRESS

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## HAS BEEN AWARDED A CERTIFICATE

For Successfully Completing the

Strategies for PR and Communications

Master Class

FACILITATOR

SOUTH AFRICAN POLICE SERVICE

2019 -07- 13

CLEVELAND

ISSUED ON THIS 29<sup>TH</sup> DAY OF JUNE 2012

1981 - 1984

GCSE, Solomon Freedom

College in Tanzania

Subjects passed

Accountancy, Mathematics, English, History

Geography, Development of the World,

History of the struggles

1967 - 1979

Did my schooling in King William's Town

and Butterworth. Details available on

request

#### **WORKING EXPERIENCE**

June 2016 to date

Deputy Director General: Empowerment and

Stakeholder Management

Department of Military Veterans

Responsibilities

Provincial Offices and Stakeholder Relations Empowerment and Skills Development Heritage, Memorials, Burial and Honours

June 2014 to May 2016

Senior Manager: Office of the Deputy Speaker

Eastern Cape Provincial Legislature

Responsibilities

Manage the Office of the Deputy Speaker, Ensure compliance with all policies and

Procedures in the Office of the Deputy Speaker, Develop and maintain good image of the Office

Of the Deputy Speaker,

Ensure effective and efficient management of the

Office of the Deputy Speaker.

September 2011 - Sept 2012

Acting General Manager: District Development &

Implementation

Responsibilities

Coordinate District Management & Development, Oversee the Implementation of Service Delivery And District Coordination and the Area Managers, Ensure Implementation of Batho Pele, Develop Partnerships and Manage Interdepartmental Relations, Provide Strategic direction and Leadership to the District Managers, Ensure Monitoring and Evaluation of Departmental Projects and Programmes at District Level, Interpretation of Legislation relevant to the Districts, Ensure Implementation of an Integrated Service Delivery Model in all District Offices of

Social Development & Special Programmes

November 2010 - Aug 2011

Senior Manager Office of Head of Department Department of Social Development & Special

**Programmes** 

Responsibilities

Manage and Implement Monitoring System which Track Progress and Impact of the Department, Ensure Departmental Strategic, Annual and Operational Plans are aligned to the Provincial Growth an Development Programme of Action, Coordinate Departmental Reports on behalf of the Head of Department, Monitor Provincial Policies And the Legislative Framework relating to the Department of Social Department & Special Programmes, Monitor, Promote and coordinate The Implementation of Departmental Service Delivery Plans, Ensure the Promotion of Cooperative Governance with National and Provincial Government, Manage the of the Head Of Department, Manage and Supervise Staff in Office of Head of Department,

May 2009 - Nov 2010

Head: Office of the MEC

Department of Social Development

2007 -2009

Convivium

Senior Associate

2002 - 2007

General Manager: Strategic Support

**Buffalo City Municipality** 

Responsibilities

**Public Participation** 

Special Programmes inclusive of Gender, Youth, People with Disability, HIV/AIDS & Older People

Council Support

1999 - 2002

Independent Development Trust (IDT) – Programme Implementation Manager (PIM)

Responsibilities

Programme planning

Receive programme and draw action and

Scheduling plans.

Coordinate all relevant stakeholders

Identify service providers

Draft service provider's terms of reference And Contracts for validation by the legal

Department.

Enter into agreement with service providers.

Manages relations

To consolidate the social and technical Outputs.

Social: community, active social groups, Churches, association etc.

Technical: contractors, service providers, Engineers etc.

#### Programme Implementation

Coordinate activities of the community, service providers and other stakeholders.
Align programme with time requirements.

Monitors and reports on programme progress
Coordinate and manage each process
Compile reports on status, financial controls and possible problem areas.
Actively identify possible risks.
Manage risks.

1998 - 1999

IDT – Seconded as Programme Coordinator in the Transformation Programme Office.

#### Responsibilities

## Project leader for Transformation Communication Project (only member)

To make sure that staff is kept up breast about developments during transformation process. To communicate issues that involve staff, on time and accurately. To respond to queries and questions raised by staff in a sensitive and honest manner without compromising the organization.

## Project Leader for Transformation measurement tool (only member)

To monitor Transformation progress against set milestones. To monitor whether transformation is within budget without compromising quality. To monitor overall transformation projects whether they are on schedule and within budget. To indicate to all project leaders without alarming the critical path.

To ensure overall coordination of the Transformation. To attend and make presentations in Executive Committee Meetings. To prepare presentation for the Board of Directors. To visit provinces to solicit buy in from staff. To inform strategic partners and government on developments such as changed core business and mission statement. To network with other development agents in verifying our development

niche in the development arena.

1997 - 1998

IDT - Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives Interventions. To ensure that facilitation teams are aware of development programme objectives / mission and corresponding criteria. Assist Programme Managers in Programme Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research Institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / intervention administration. Generate reports as required in an agreed format.

1997 September

**IDT Community Facilitator** 

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

Qualified as a member of the Estate Agent Board

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

1997 August

1996 January

1995 September to December Research for trust for Christian Outreach

and Education (TCOE) on local government.

1995 November Presiding Office – Local Government

Elections

1992 – 1995 Resident Tutor – University of East Anglia

United Kingdom

1991 Summer holidays worked part-time for The

University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter.

My work mainly involved the evaluation of households for the distribution of funds for

sustainability projects.

1986 – 1990 Worked as an Administrator in the South African

Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie

Sibeko. My work included fund raising,

bookkeeping, addressing meetings and doing

administrative work.

1986 – 1989 Worked in Angola for the ANC as a Commander of

the women's group.

1980 Got involved with the ANC as a pupil and

had to leave South Africa for political reasons.

INTERESTS I would like to contribute towards elevating the

Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up

realistic policies and practices given limited

resources.

REFERENCES:

General Manager Lectural 1

General Manager – Health Services

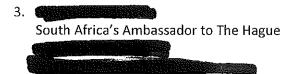
#### INTERNATIONAL CONFERENCES ATTENDED

2017	United Nations Commission on the Status of Women, March, New York, United States;
2008	World Urban Forum, 3 - 6 November, Nanjing, China;
2008	United Nations Population and Development, United Nations, April, New York, United States;
2008	United Nations Housing and Urban Development (UN Habitat), November, Nairobi, Kenya;
2008	2 <sup>nd</sup> African Ministerial Conference on Housing and Urban Development, 28–30 July, Abuja, Nigeria;
2008	Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21–23 November, Barcelona, Spain;
2007	Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17–18 September, University of Adelaide, Australia;
2006	Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3–4 April, Potsdam, Germany;
2005	World Trade Organisation, Ministerial Conference, 13–18 December, Hong Kong, China.

#### REFERENCES



2. Special Advisor: Minister of Mineral Resources & Energy



#### ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)
- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 2001) UFS
- Certificate of Merit Top 10 first years in Welwetchia Residence UFS
- Distinction in Business Economics Grade 12 Inanda Seminary (KZN)

#### LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.
- Various leadership roles in the communities in which I have resided.
- Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).
- Led the Audit of the Biggest Client MIBFA, in the Retirement Funds Division Ernst & Young 2008 -2009.
- Member of the Best Audit Team Investec Limited Ernst & Young 2006 2007.
- Member of Student Transformation Forum UFS
- House Committee Member Academics Portfolio -UFS

#### **EMPLOYMENT HISTORY**

Company: Denel SOC LTD

Position: Independent Non-Executive Director

Chairperson of the Risk Management Committee

Member of the Audit Committee Member of the Investment Committee

Period: May 2018 - Present

Responsibilities:

#### Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.
- Rooting out corruption.
- Restoring Denel SOC LTD's financial position and
- Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: Period:

Responsibilities:

Strategy

- Drive the turn-around of the Gauteng Department of Health.
- Drive Transformation of procurement and supply chain management

Responsible for Budgeting for the Department. Responsible for Risk Management and internal controls.

Responsible for Financial Reporting.
Responsible for Stakeholder Management

Company: South Ocean Holdings Limited - JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

#### **OTHER NOTABLE EXPERIENCE:**

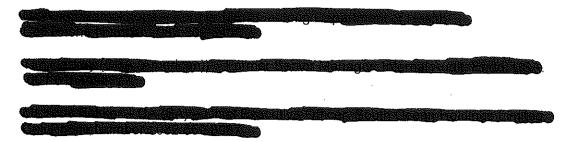
- Transnet Ltd (Internal Audit division) outsourced by Ernst & Young Inc. for 2 months (October November 2008). Performed internal audit procedures.
- Land Bank outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
- Reviewed and processed journals.
- Performed month-end procedures.
- Reviewed human resources transactions and reconciliations.
- **Standard Bank** Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

#### **COMPUTER LITERACY**

#### Caseware

AlignAlytics (on-the job training – Endo – Litha's American parent company)
TeamMate (on-the job training – Endo – Litha's American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

#### **REFERENCES**



- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.
Position: Trainee Accountant

Period:

January 2005 - December 2007

Responsibilities:

- \* 2007 planning and execution of audit strategy for various engagements at supervisory level including:
- Assessing risks at overall entity level as well as at account level
- Performing substantive procedures
- Performing tests of controls
- Wrapping-up of audits
- Drafting audit reports and other reports on audit findings
- Conducting research on clients in order to obtain an understanding of the client and its environment
- \* 2006 execution of audit strategy for various engagements at assistant level
- \* 2005 execution of audit strategy for various engagements at senior level

#### Client portfolio - Ernst & Young: Post Articles

Client Name

Land Bank

Standard Bank

Transnet Metal Industries Benefit Fund (MIBFA)

Edcon Pension Fund

Mr Price Executive Pension Fund

Various Pension Funds administered by Liberty

Various Retirement Funds administered by Metropolitan

Werksmans Staff Provident Fund

Various Funds administered by Alexander Forbes

#### Client portfolio - As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)

Investec Property Group (Long term)

Safrican Insurance Company

Channel Life

Transnet - Internal Audit

Scania South Africa

Review monthly balance sheet reconciliations Branch Reconciliations review

Company:

Land Bank Land and Agricultural Development Bank of South

Africa

Position: Period:

Project Accountant.
June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims

- Perform quality checks on recalculations done

- Compile Monthly Management Accounts

 Ensure that branches have the recalculated memos timeously to relay the results to the clients.

Perform administrative duties for the project team.

Company:

Ernst & Young Inc.

Position:

Client Service Executive/Assistant Manager

Period:

Jan 2008 - June 2011

Responsibilities:

\* Project management of audit assignments in an Assistant Manager Capacity involving:

#### **People Management:**

- On-the-job coaching, mentoring and transfer of skills to junior staff members.
- Planning human resources for audit engagements.
- Managing teams compromising of first, second and third year trainee accountants.
- Perform engagement reviews and performance assessments for the team members including identifying development needs.
- Developing and maintaining relations with existing clients.

#### Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS gueries

#### **Audit Function:**

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group Position: (Senior Manager) Finance /Head of Internal Auditor

Position: (Senior Manager) Final Period: May 2014 – July 2016

Responsibilities:

- Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).

 Previously reported to the Audit Committee when Litha was listed on the JSE.

Prepare and perform SOX compliance audit across the group.

- Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.

- Attend Audit Committee meetings.

- Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.

 Develop and implement policies and procedures for effective functioning of the Internal Audit function.

 Ensuring that the functions of the Internal Audit are aligned to the requirements of business.

- Set up and manage activities of the Internal Audit department.

 Preparing the audit reports and liaise with all divisions and Senior Management on audit findings

 Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.

- Coordination of integrated reporting initiatives in the Group.

- Participating in month/quarter and year end closing reporting.

Assisting in the preparation of quarterly reporting packages.

- Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 - April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures:
   Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

#### **Treasury**

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

#### **Budget**

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- Maintain good relations with third parties, ie Banks, JSE sponsors etc...
- Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.
- Maintain a good working relationship with internal and external audit Firms.
- Ensure the integrity of all public disclosures by the Company

Responsibilities:

 Reporting to the Board of Directors and Group Chief Executive Officer.

#### Strategy

- Assist in formulating the company's future direction and supporting tactical initiatives.
- Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans.
- Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.
- Assist the CEO in identifying new funding opportunities.
- Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.
- Manage the capital request and budgeting process.

#### **Operations**

- Participate in key decisions as a member of the executive management team.
- Maintain in-depth relations with all members of the management team.
- Manage the accounting, human resources, investor relations, legal, tax and treasury departments.
- Oversee the financial operations of the subsidiary companies.
- Implement operations best practices.
- Assisting in the development and negotiation of contracts.

#### Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

#### **Finance Management**

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control au0thorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

#### **CURRICULUM VITAE**





#### PERSONAL INFORMATION

Identity number: Date of birth:

Citizenship: Marital status:

Dependents: Languages:

Health: Driver's licence: Email address:

Gender & Race:

South African

Married One

English, Sesotho, IsiXhosa & IsiZulu

Good

Female - African.

#### **EDUCATION/QUALIFICATIONS**

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 - Successfully

Completed first year)



#### University of Pretoria

Faculty of Engineering, Built Environment and Information Technology

Department of Engineering and Technology Management

This is to certify that



has surcessifully completed the

Mr. Jawolls

SST Competence Area Hangger

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## Short Course on Project Management Principles and Practices with MS Projects

27 to 31 July 2015

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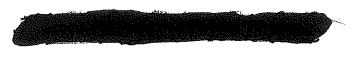


Media, Information and Communication Technologies Sector Education and Training Authority

Accelerating quality skills towards an information savvy seciety

### National Certificate

This is to certify that



I.D. No:

Has successfully achieved competence against the following SAQA registered qualification

#### NATIONAL CERTIFICATE: RADIO STATION **MANAGEMENT**

NQF Level 5 (NLRD No. 49122)

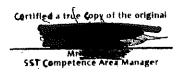
In terms of section 9 (1)(f) of the ETQA Regulations No. 1127 of 1998 under the SAQA Act No. 58 of 1995, effective 1998



16/05/2017

Date of Issue

Commissioner of oaths (Ex officio) Commissioner of Oxinis (cx officio)
Jeremy Rex Wallis
Gombelence Area Manager - Sensor
Science and Technology
CSIR-Materials Science & Manufacturing
P.O. Box 195 Pretona 0001

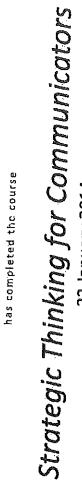


CN: IS/ETQA/Q/34222

Awarded as an original document with no alterations

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CS(RMaterials Sensore & Manufacturing
P.O. Box 395 Pretons 0001

# Continue of Completion SST Competence Area Manager





1 Richmond Forum, Cedar Street, Richmond, Johannesburg



Institute for the

Advancement of Journalism



# THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2193, South Africa

Accreditation Number: MAPP7944

Certificate of Attendance





has completed a 12 month learnership on

# Radio Station Management: National Certificate NOF Level 5

in Johannesburg February 2007 - October 2009



#### Results



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA



Credible Training.



October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summary of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be contact our Client Information Centre at

Assessment Practices and Principles Destricts	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
	78%	Pass with Distinction

Please visit our website at www.ce.up.ac.za for upcoming courses!

Certified a true Copy of the original
SSF Competence Area Manager

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Arisa Manager - Sensor
Science and Technology
CSIR-Materials Science & Manufacturing
P.O. Box 393 Prétone 0001



July 31, 2019



#### APPLICATION FOR THE POST OF THE DIRECTOR - GENERAL

I am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019. Thereby submit my application for the post as I am confident that I meet the requirements for the position.

I have thirty-five (36) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the Independent Communications Authority of South Africa (ICASA), the regulator of ICT industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till I left



## UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

At a congregation of the University

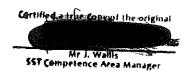
held on 08 December 2015

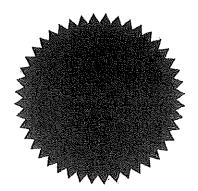


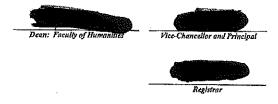
was admitted to the Degree of

Master of Arts

Commissioner of oaths (Ex officio)
Jeremy Rex Walts
Competence Area Manager - Sensor
Science and Technology
CSIR-Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001









#### UNIVERSITY OF THE WITWATERSRAND, **JOHANNESBURG**

At a congregation of the University

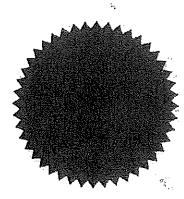
held on 28 June 2012



was admitted to the Degree of

**Bachelor of Arts with Honours** 

(Journalism and Media Studies)



WITS #2012 02138





Commissioner of oaths (Ex officio)
Jeremy Rex Walls
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. 80x 395 Prefore 0001

Cortifled a true Copy of the original

the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the Information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor In Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advice the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

July 31, 2019

Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT- 2012) in Dubai, where I successfully lobbied and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: <a href="http://www.youtube.com/watch?v=uf63MRCRF-0">http://www.youtube.com/watch?v=uf63MRCRF-0</a>

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate in Management (BCUC, United Kingdom); Postgratuate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director – General. I am readily available to assume duty at any time.

Yours sincerely



With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

#### **Relevant Competencies**

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- · Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

#### **Declarations**

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

I would sincerely appreciate an opportunity to serve on this board.



#### **CURRICULUM VITAE**

OF

#### **PERSONAL DETAILS**

NAME:

**SURNAME:** 

DATE OF BIRTH:

AGE:

**NATIONALITY:** 

**IDENTITY NUMBER:** 

SEX:

**MARITAL STATUS:** 

**HOME LANGUAGE:** 

**OTHER LANGUAGES:** 

**HOME ADDRESS:** 

**POSTAL ADDRESS:** 

**TELEPHONE NUMBERS:** 

**CRIMINAL OFFENCES:** 

**INTERESTS:** 

**HEALTH:** 

English, Afrikaans, Zulu, Xhosa, Tswana,

North-Sotho and Tsonga

None

Reading (non-fiction),Road Running,Travelling Art, watching Soccer and outdoors

#### **EDUCATION QUALIFICATIONS**

LAST SCHOOL ATTENDED

**HIGHEST STANDARD** 

**PASSED** 



**TERTIARY EDUCATION** 

INSTITUTION

**University of Natal (Durban)** 

1985 - 1988 B.Proc

INSTITUTION

1989 - 1990

**University of Cape Town** 

Postgraduate Diploma in Tax Law

INSTITUTION

1992 - 1993

**University of Cape Town** 

Masters in Law (LLM) (Commercial Law)

**INSTITUTIONS** 

Institute of Advanced Studies and Rand

**Afrikaans University** 

1995 - 1997

Advanced Diploma in International Taxation and Offshore Financial Centre

INSTITUTION

Insead (France)

2003

Advanced Management Programme (AMP)

INSTITUTION

1996 - incomplete

**University of Pretoria** 

Doctorate in Law (LLD) (Corporate Law)

INSTITUTION

2006

**University of Pretoria** 

Diploma in Insolvency Law and Practice

INSTITUTION

2006

**University of Witwatersrand** Certificate in Competition Law

INSTITUTION

2006

University of Pretoria

Certificate in Advanced Trust Law

INSTITUTION

2008

**University of Witwatersrand** 

Certificate in Banking Law and Financial Markets

INSTITUTION

2008

University of Pretoria

Certificate in Insolvency Litigation and

Administration

INSTITUTION

2008

**University of Witwatersrand** 

Certificate in Mediation and Negotiation

INSTITUTION

2012-

University of Pretoria

Masters in Law (LLM) Insolvency Law (Completed Course

work)

INSTITUTION

2012-2012

**University of South Africa** 

Advance Course in Business Rescue Practice

**INSTITUTION** 2013 -2013

University of Witwatersrand

Advance Diploma in Mining and Exploration Law

#### **COURSES ATTENDED**

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, strategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

#### **EMPLOYMENT HISTORY**

DATE:

January 2010- Present

POSITION HELD:

Director-Thanyani Business Recoveries (Pty) Ltd

**DUTIES:** 

Insolvency Practice which involves acting as Liquidator, Trustee

And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE:

February 2010- present

**POSITION HELD:** 

Chairman- Tony Tshivhase Incorporated

**DUTIES:** 

Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency

litigation and commercial litigation.

Date:

April 2018 - May 2019 Ministerial Special Advisor

DUTIES

Special advisor to Minister of Human Settlement advising her on all the

Legal matters.

DATE:

August 2005 – January 2011

POSITION HELD:

**POSITION HELD** 

Senior Director - Hofmeyr Herbstein & Gihwala Inc/Cliffe Dekker

Hofmeyr

**DUTIES:** 

Involved in commercial and corporate law practice, tax law, aviation

law, competition law, insolvency law practices

DATE:

November 2001 - June 2005

**POSITION HELD:** 

General Counsel and Executive Vice President: Legal at the Industrial

Development Corporation of South Africa Limited (IDC)

**DUTIES** 

Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE:

2004 - June 2005

**POSITION HELD:** 

Compliance Officer

**DUTIES:** 

Developing compliance culture within IDC and implementation of

compliance policies

DATE:

November 1999 - 2001

**POSITION HELD:** 

Head of Legal Services Department at IDC

**DUTIES:** 

Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE:

May 1998 - October 1999

POSITION HELD:

Partner - Pule, Selebogo & Partner (Johannesburg)

**DUTIES:** 

Head of Commercial Law, Commercial Litigation, Tax, Banking and

Finance, Insolvency Departments

DATE:

February 1997 - April 1998

**POSITION HELD:** 

Senior Tax Specialist - Eskom

**DUTIES:** 

Prepare Eskom to be tax paying entity, advice Eskom and its subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its

subsidiaries' Income Tax and VAT compliance

DATE:

March 1996- January 1997

**POSITION HELD:** 

Practising as Tax and Legal consultant

**DUTIES:** 

under the name Tony Tshivhase Tax and Legal Consultants in Pretoria Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and

VAT issues and Income Tax and VAT planning

DATE:

February 1994 - February 1996

**POSITION HELD:** 

Partner - Moseneke and Partners with offices in Pretoria and

Johannesburg

**DUTIES:** 

Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law issues; Commercial Litigation; Drafting take-over, management buyouts, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor

Licence applications

DATE:

May 1993 - January 1994

POSITION HELD: DUTIES: Tax Consultant with Coopers & Lybrand in Pretoria

Advise clients on income tax, VAT.

International Tax issues, assist clients in income tax planning, VAT and

international planning. Head of Tax Compliance and Secretarial

Departments.

DATE:

February 1992 - January 1993

POSITION HELD: DUTIES: Tax Administrator with Kessel Feinstein in Cape Town

Income Tax and VAT compliance and dealing with queries from the

Receiver of Revenue

DATE:

January 1989 - January 1992

**POSITION HELD:** 

Candidate Attorney and Professional Assistant with Bernadt, Vukic,

Potash Abel and Getz in Cape Town

**DUTIES:** 

As a candidate Attorney I was attached to the following departments

(i.e. to prepare me for Attorney's Board Examination):

- (i) Litigation;
- (ii) Labour;
- (iii) Commercial:
- (iv) Collections:
- (v) Estates;
- (vi) Human Rights; and
- (vii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE:

August 1980 - December 1982

**POSITION HELD:** 

Clerk in the Agriculture Department of the Venda Development

Corporation

**DUTIES:** 

Completing loan applications, Verification of loan applications and

visiting projects to determine progress made.

Attorneys Admission I wrote the Attorneys Admission Board Examination in 1991 and have

successfully completed this examination.

#### **BOARD DIRECTORSHIPS**

#### Present directorships:

Thanyani Business Recoveries (Pty) Limited

Tony Tshivhase Incorporated
Direngo Investments (Pty) Ltd
Naledi Foundry (Pty) Ltd
Naledi Ringrollers (Pty) Ltd

S.A Ladder (Pty Ltd

Director

Director (Chairperson)

Director (Chairperson)

Director (Chairperson)
Director (Chairperson)

Director (Chairperson)
Director(Chairperson)

#### **MEMBERSHIP OF BODIES**

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

Institute of Directors of Southern Africa

**Black Lawyers Association** 

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams - internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) - appointed by Minister of Trade and Industry

#### PERSONAL DETAILS

**Full Names** 

Known As

Nationality

South African

Languages

**Marital Status** 

(Mariel

Dependents

· ( )

#### **EDUCATION**

#### UNIVERSITY OF KWA ZULU NATAL

1987

B. Proc

1989

LLB

#### PROFESSIONAL REGISTRATION

1991

Admitted as an Attorney of the High Court of South Africa.

2018

Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

#### **OTHER COURSES**

#### Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

#### SKILLS ACQUIRED

- Legal theory and practice of law
- Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership

1998 - 2001

- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

## 2018 – date Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated 2012 – 2017 State Diamond Trader Chief Executive Officer 2008 – 2011 State Diamond Trader Acting Chief Executive Officer Department of Mineral Resources (Minerals and Energy) Deputy Director – General (in the end)

1997 - 1998	Domestic Violence assistance Programme Director/Manager
1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

Commission on Gender Equality

Provincial Manager, KwaZulu-Natal

#### Attorney

1990 - 1991

#### **Christopher Walton and Tatham, Ladysmith** Candidate Attorney

#### CAREER HISTORY

#### Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

#### **Criminal Justice System Research**

- · Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

#### Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- · Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality
- Co-authored the book : ABC Guide to Women's Rights (1998)

#### **Mineral Regulation**

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices Gauteng, Free State and Northern Cape
- · Provision of senior management services at DMR

#### Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

#### **Diamond Trading**

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

#### **Directorships**

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University of Durban – Westville (1996 – 1999)
- Board Member of the Central Energy Fund ( 2007 2009)
- Board Member of the State Diamond Trader (2007 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator (2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

#### Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

#### REFERENCES

Former Chairperson

Former Chairperson State Diamond Trader

Former DDG and Direct Manager at Mineral Resources Wits Business School Lecturer Special Advisor to the Minister of Mines of Angola



Candid	date information
Director General	Director General
Full Names	
Known as	
Surname	
Gender	
Nationality	South African
Race	African
Identity number	
Languages	English
	Venda
	IsiZulu
	Tsonga
	Sotho

#### SKILLS COMPETENCY

#### Skills

- Strategic planning
- Driving delivery on strategic objectives
- Negotiation skills
- Performance management
- Risk Management
- Fraud management
- Project management
- Annual report writing
- Monthly, quarterly and annual financial reporting
- Compilation of AFS in terms of IFRS, IAS, GRAP, Modified Cash Standards
- Forecasting including rolling forecasting
- Taxation both individual and company's tax
- Budgets & Variance Analysis
- Policy development
- Excellent communication skills
- Analytical thinking
- Budgeting
- Financial Advisory
- Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration)
- Problem solving skills and **c**hange management
- Strategic Leadership
- Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

As part of the association of Auditors-General fertinity Internationally, I played an active role in terms of skills development and enhancing the stature and independence of my peers Audit Offices in the African Continent. I was Chairman of the Panel of U.N. auditors and contributed significantly in enhancing the standards and quality of U.N. audits.

Position 2: Deputy Auditor-General and Chief Executive Officer in the Office of

The Auditor-General

Period: February 1998 to November 1999

Summary: I was promoted to this position in February 1998. Responsibilities include the role of Accounting Officer and the overall management of the Office. The Office had a staff compliment of about 1500. Sharp focus on strategic management and leadership to gear the Office in meeting the challenges of a new transformed institution. This includes, inter alia, initiatives such as building trust and confidence, employment equity, empowerment, and implementing the latest IT systems. Extensive communication with our key stakeholders to give them an understanding of the work of the office and its role in our new democracy. I was also responsible for the quality and standard of about 1300 audit reports issued by the Office annually. Presentation of several papers related to auditing, fraud, corruption and good governance at various local and international Universities, workshops and seminars. I was also responsible for the audit of the World Health Organisation and assisted with the presentation of our Audit Report to the UN Assembly in Geneva.

**Position 1:** Provincial Auditor – Gauteng and a Member of the Corporate Executive

Management Team at Head Office

Period: November 1995 to February 1998

**Summary:** Joined the Office of the Auditor-General as the Provincial Auditor – Gauteng. Responsibilities included the management and leadership of 120 staff, finalisation and tabling of about 150 Audit Reports for Provincial Government, Local Authorities and Statutory Bodies situated in Gauteng. Duties include interacting and communicating with the Public Accounts Committee, the Director General, CEOs and various role-players. In March 1996 I was requested to serve on the Corporate Executive Management Board at Head Office. My role in this position was to provide input and advise at National Level and to give strategic guidance in transforming the Office.

#### **Summary of Work History**

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017
		14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 - September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training - TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

#### **Education Details**

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Boom Accounting	University Of Venda	1996
rertiary	Accountancy diploma	University Of Natal	2003
	Boompt Honours	UNISA	2011
]	Postgrad Diploma in Applled Accounting	UNISA	2012
	APT Certificate	APT	2013
		SAICA	2014
	Chartered Accountant	JAICH	

#### Computer Literacy

	PROFICIENT IN THE FOLLOWING:	
MS Word		
M\$ Excel		
MS PowerPoint		
MS Outlook	·	
<ul> <li>Teammate</li> </ul>		
BAS		
<ul> <li>Persal</li> </ul>		
- Accpac		
<ul> <li>Hyperion</li> </ul>		
<ul> <li>Pastel</li> </ul>		
<ul> <li>Oracle</li> </ul>		•
• SAP		
• Barn owl		
<ul> <li>Logis</li> </ul>		

**Detailed Employment History:** 

Company:	Department of Agriculture, Land Reform & Rural development	
Period:	May 2018 - 13 September 2019	
	14 September 2019 to Current	
Position:	Acting Director General	
	Chief Financial Officer of the department and its three entities and head of ALHA	
	trading Account	
	Deputy Director General - Corporate Support Services	

#### Responsibilities:

- Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategic plans and annual performance plan and monitor performance against these targets
- Provide strategic leadership, management and support services to the department. The Administration
  programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services,
  Financial Services, Provincial Coordination, Office Accommodation
- Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities
- Settle and finalise land restitution claims under the Restitution of Land Rights Act (Act 22 of 1994).
- Initiate sustainable land reform programmes in South Africa.
- Ensure 100% compliance with government regulations and legal prescripts:
- Obtain an unqualified regularity audit opinion on financial and non-financial Performance
- Facilitate Integrated spatial planning and land use management in all provinces through the application of relevant legislation
- Ensure integrated and comprehensive land administration system
- Facilitation of infrastructure development to support rural economic transformation
- Provide support to rural enterprises—and industries in areas with economic development—potential and opportunities
- Increase job opportunities and ensure skills development through CRDP and land reform initiatives
- Facilitate the restoration of land rights or alternative forms of equitable redress
- Promote equitable land redistribution and agricultural development by acquiring strategically located land
- Provide comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation.
- Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces
- Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes:
- National Geomatics Management Service
- Spatial Planning and Land Use Management
- Registration of Deeds Trading Account
- South African Council for Planners
- Legislation

- Legal Services
- Human Resource and Development
- Monitoring & Evaluation
- Facilities Management and Security Services
- Strategic Communications
- E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Sompani,	04 D 2017 to April 2019
Period:	04 December 2017 to April 2018
renoar	Chief Financial Officer of the department and Property Management Trading Entity
Position:	Chief Financial Officer of the department and Property Management Trading Entry

#### Responsibilities

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the
  department and review and analyse the budgets prepared for Medium Term Expenditure
  Framework, Adjustments Estimates of National Expenditure and Estimated National
  Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and
  bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which
  includes financial management services, supply chain and facilities management services,
  budget & budget performance and risk management and co-ordination of internal and external
  audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the
  entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with
  applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Сотрапу:	Department of Rural development and Land Reform
Company	February 2015 – 30 November 2017
Period:	
Citour	Chief Financial Officer of the department and its three entities and head of ALHA
Position:	Giller Fillandar Officer of the department of the
	trading Account
	the state of the s

#### Responsibilities:

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function.
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury
- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entities that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a dean audit for the entity that I head and an unqualified audit for the department and the Trading entity

Company:	Driving License Card Account
	October 2012 — November 2014
Period:	
Position:	Chief Executive Officer/Chief Financial Officer
Posicion.	

#### Responsibilities:

#### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centra, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the Introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

#### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis &
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term finandal planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compilance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

cash resources grew to over R140 million within the 18 months that I was at the heim.		
Company: National Regulator for Compulsory Specification		
company.	August 2010 - September 2012	
Period:	August 2010 - September 2012	
	Finance Manager	
Position:		

#### Responsibilitles:

#### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle
  approach is centered on results based management
- Annual Financial statements for the Department and its 3 entitles
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

#### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

Annual levy increase negotiations with Industry

Company:	Driving License Card Account
Period:	October 2012 — November 2014
Position:	Chief Executive Officer/Chief Financial Officer

#### Responsibilities:

#### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial
  Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service
  providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

#### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

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Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process

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	National Regulator for Compulsory Specification
	August 2010 - September 2012
Position:	Finance Manager

#### Responsibilities:

#### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle
  approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

#### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

Company:	Exxaro Limited
	November 2007 – July 2010
Period:	

#### Position:

Group Financial Accountant

#### Responsibilities:

- Month-end closure
- Monthly financial reporting actuals and forecasts
- Management reporting
- Rolling forecasts
- Preparation and monitoring of budgets
- Preparation of interim and year-end financial statements
- Preparation of tax packs
- Analysis of expanditure for tax purposes
- Accounting services to support corporate services departments
- Value adding cost control services
- Supervise staff
- Implement & monitor Internal controls
- Assist in ad-hoc assignments
- Liaise with Internal and external auditors
- Liaise with external customers

Company:	Metal Industries Benefit Fund Admistrators
Period:	March 2006 – October 2007
Pasition:	Head of Accounting department
r distribution	

#### Responsibilities:

- Month-end closure
- Review general ledger recondilations
- Review vat returns and compile tax returns
- Maintains fixed assets register
- Prepare and monitor budget
- Supervise 7 accounts clerks
- Manage debtors and creditors accounts
- Implement & monitor internal controls
- Assist in ad-hoc assignments
- Prepare financial statements in accordance with International financial reporting standards
- Llaise with Internal and external auditors

_	
Company:	Mpumalanga Economic Empowerment Corporation
Company	
Description of the	June 2003 – February 2006
Period:	
tat	Financial Accountant
Position:	

#### Responsibilities:

- General ledger to trial balance
- Month-end closure of all modules
- General ledger reconciliation
- Prepare vat returns
- Maintaln fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

Company:	Auditor General
Period:	October 1999 – May 2003
Position:	Training - TIPP

#### Responsibilities:

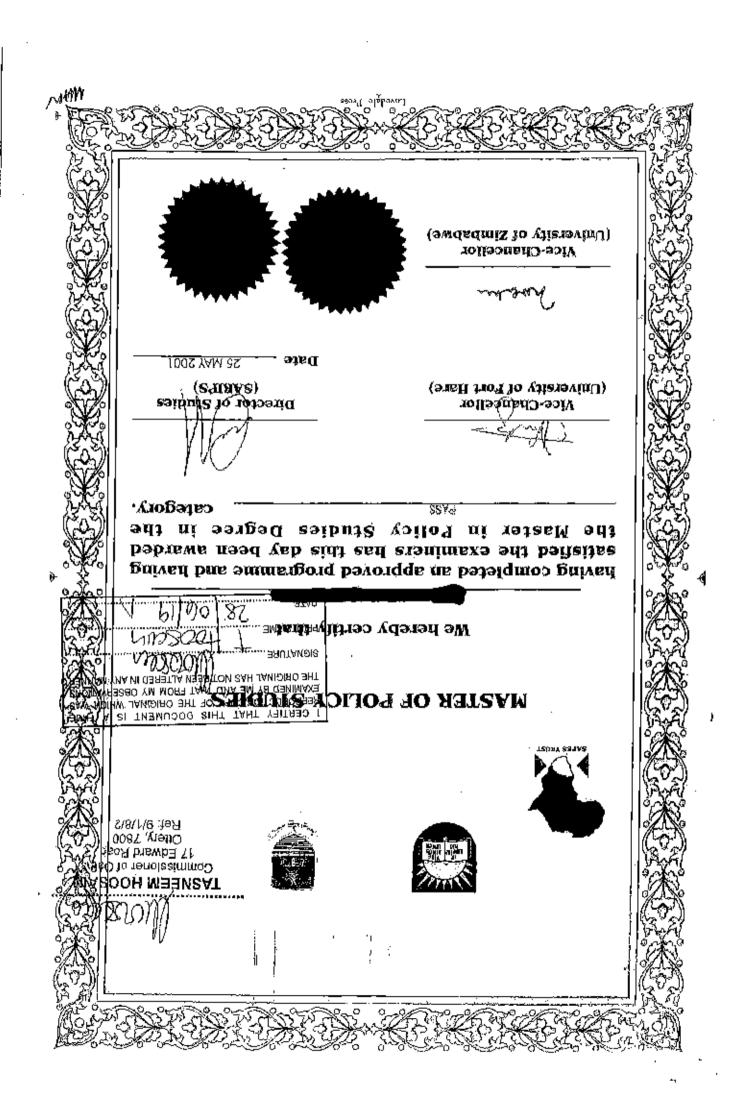
- Planning the audit
- Evaluating systems in general
- Evaluating audit risk
- Perform test of controls & substantive test
- Evaluate the results of audit tests
- Reporting
- Analysing financial statements
- Evaluating impact of computer on controls
- Review of employees tax computation
- Review of vat returns

Company:	Grinaker Precast
Period:	November 1997 – September 1999
Position:	Accounts Clerk

#### Responsibilities:

- Process creditors involces
- Reconciling creditors accounts
- Prepare raw materials usage reports
- Process & reconcile production reports
- Perform monthly stock take
- Petty Cash

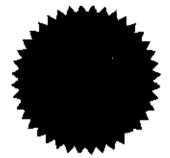
References Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521



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Student:

#### Master of Policy Studies

# 1997/1999 Coursework and Examination Results

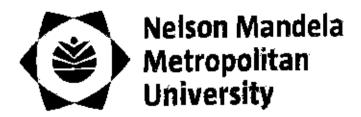
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Courses	Code	Mark %	Class

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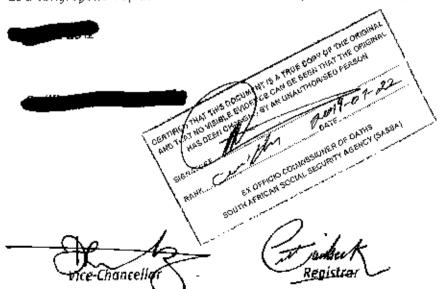


(SA Politics and Political Economy)

with all the associated rights and privileges, was conferred upon



at a congregation of the Nelson Mandela Metropolitan University on



**Night Editor:** 2001-2003, Morning Live. Amongst I was responsible for commissioning news inserts and coordinating the appearance of guests on the morning current affairs programme.

Assignment Editor: 1999-2001. This work amongst others included co-coordinating television news coverage for the terrestrial channels, which incorporated assigning, briefing and debriefing journalists, executive producers and studio operations.

**Journalist:** 1995-1999. Duties included reporting on local government post the local government elections and general news.

Teacher: 1992-1995, Marumofase High School, Indermark.

**BELEBENCES** 

Television News Editor, SABC News

Director-General, Department of Science and Technology

Former Director-General: Department of Education

Economy. The title of my thesis was "Urban Renewal Strategies for Johannesburg: A case study of Alexandra".

BA(Ed), 1991. University of Venda, majoring in Education, History and Psychology.

Matric, 1987. Litshovhu Secondary School, Madombidzha Village, Sinthumule.

## **WORK HISTORY**

Executive Manager: Corporate Affairs, Transnet: November 2018 to date. Developing strategic communication initiatives for Transnet with regards media and public relations, stakeholder engagement, internal communication, branding and marketing.

Deputy Director-General: Institutional Planning, Department of Science and Technology, 2015-2018. Duties include developing and tabling the Department's Annual Report, the Annual Performance Plan and Strategic Plan, as well as overseeing the communication unit, enterprise risk management, internal audit and Dinistry.

Acting Deputy Director-General: Institutional Planning and Support: Department of Science and Technology, 2014 to 2015. Duties include developing and tabling the Department's Annual Report, the Annual Performance Plan and Strategic Plan, as well as overseeing the communication unit, enterprise risk management, internal sudit and Ministry.

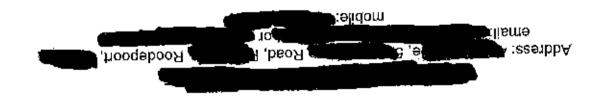
Acting Head of Ministry: Department of Science and Technology, 2011-2012. Duties included providing the Minister with support for her political office, parliamentary support and administrative support. In the period, 2011- 2012 I was Chief Director: Science Communication and also Acting Head of Ministry.

Chief Director: Science Communication, Department of Science and Technology, 2010 to 2012. Duties include providing strategic direction with regard to the communication strategy of the Department and liaison with stakeholders, including the entities reporting to the Minister.

National TV News Editor: 2006 to 2010, SABC Television, Johannesburg. Duties included the coordination of news gathering operations for television news and current affairs, and the national coverage of special events such as elections, presidential inaugurations, the opening of Patliament, and the celebration of national days.

**Director: Media Lisison,** Ministry of Education, 2004-2006. Ministerial spokesperson to the former Minister of Education, Mrs. GMM Pandor.

Executive Producer: 2003-2004. Duties included producing Television News bulletins news at 17:30 and special events like the 2004 elections in KwaZulu-Natal.



# PROFESSIONAL SUMMARY

I am a self-motivated, committed person with excellent people management and interpersonal skills. I have strong organisational skills, a firm sense of responsibility and the capacity to work successfully under pressure. Further, I am able to relate to and the capacity to work successfully under presenter, research institutions, media, all spheres of government and their entities including non-governmental organisations. In addition, I possess project management skills having successfully undertaken a variety of team projects in my various portfolios such as coordinating undertaken a variety of team projects in my various portfolios such as coordinating elections at SABC while I was Television News Editor, launch of the Square elections at SABC while I was Television News Editor, launch of the Square Plans for the Department of Science and Technology.

# PERSONAL INFORMATION

Date of birth: Africa, Identity number:

#### **RITTS**

Administrative support, branding, special events, executive management, financial and national government, marketing, media liaison, risk management enterprise, provincial and producing, public relations, governance, reporting, strategy, television and radio.

#### <u>EDUCATION</u>

Postgraduate Certificate in Executive Management, 2013. Public Administration Leadership and Management Academy (PALAMA) and Vaal University of Technology. The programme covered policy formulation and implementation, strategic human resources, project and programme management, and financial management.

Employer:

Position: Senior Consultant

Period: 1993 to 1995

**Summary:** Joined Ernst & Young, Cape Town in their Management Consulting Division in June 1993 as a Senior Consultant. Responsible for the development of business plans, management advisory service and business process improvements to the Department of Education, Groote Schuur Hospital and Department of Public Works. Also involved in process improvement consulting and corporate advisory service to several other small / medium enterprises.

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Position: Audit Manager/Partner

2661-7861

Period:

**Summary:** Joined this medium size Audit firm in May 1987 as Audit Manager. Assumed total responsibility of the Audit Corporate Division client base. I was admitted as a Partner in 1989. Responsible for the audit of Local Governments, Sports Clubs and Public Listed Companies in the manufacturing and retail sectors. Performed internal audit and served on audit committees for several government organizations.

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Position: Audit Supervisor

Period: 1982-1986

**Summary:** Served my articles at the Cape Town Office of Ernat & Whinney and was promoted to the position of Audit Supervisor in 1965. Responsible for audits from the planning phase to the reporting stage and giving inputs to improve the Practice.

\*\*\*\*\*

Employer:

Position: Sub Accountant

Period: 1979-1982

**Summary:** Commenced as a Credit Controller and progressed to the position of Sub- Accountant. Assumed responsibility for refinery stock and exports.

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Employer:

Position: Assistant Accountant

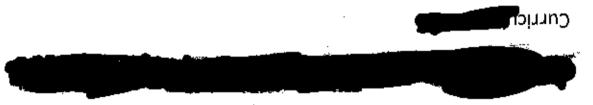
Period: 1976-1979

**Summary:** Commenced as Credit Clerk and progressed to the position of Assistant Accountant. Assumed responsibility for monthly management accounts and year end accounts to trial balance.

Note: For the period 1973 to 1976, I was employed as an accounting clerk in

Durban.





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Advised MEC on matters connected to the institution, which included	
Members of Rand College Advisory Panal to Office of M.E.C.	
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Deputy Chainperson (Legal Desk) 1999 – 2000	
South African Democratic Teachers Union , Eldorado Park Brench	
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Weetbury Secondary (01/01/96-51/01/97)	
Salthdersville Secondary (5/10/19)	
Eldorado Perk Secondary (17/01/86 -51/09/89)   Cavendary (01/02/97 -31/12/97)	
Willow Creenent Secondary (01/04/99 -01/04/02)	
Teacher .	
Department of Education	200Z - 966
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Managed office correspondence; drafted legal and court documents	
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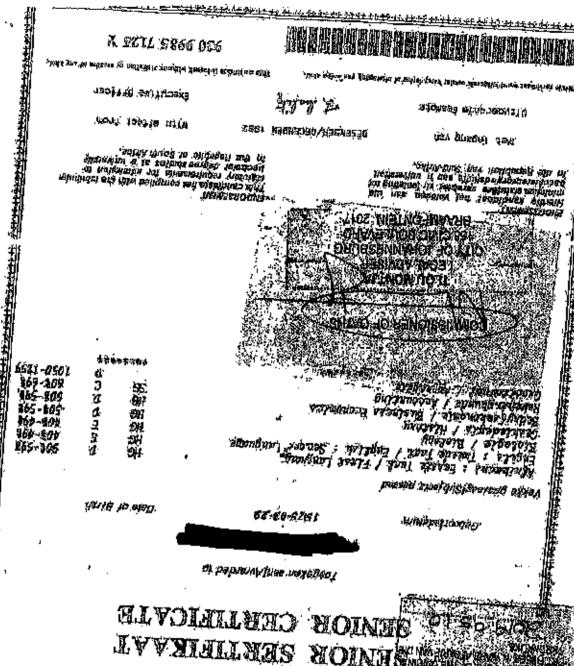
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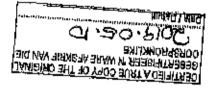
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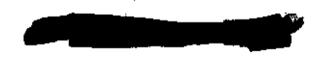
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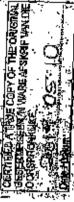
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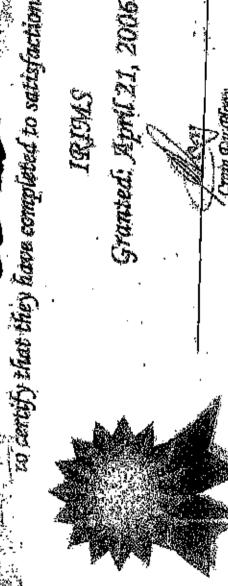


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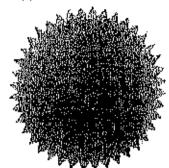
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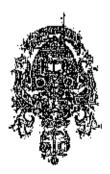
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Issued under the auspices of The Institute of Internal Auditors South Africa.

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The Council and the Senate of the University OF JOHANNESBURG hereby certify that the Die Raad en Senaat van die UNIVERSITEIT VAN JOHANNESBURG. Verklaar hlermies dat die

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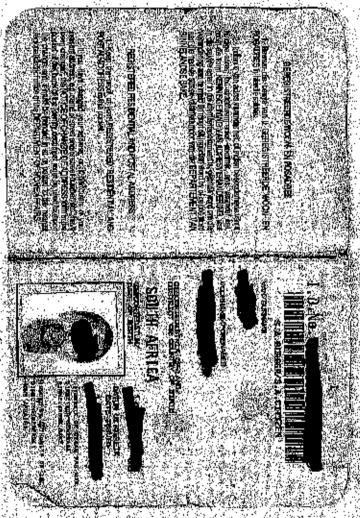
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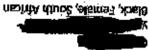




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11.1 serve as a member of the Construction Industry Development Board (CIDB)

(Appointed: January 2018)

12.1 serve as a member of Ilembe District Municipality's Audit Committee

(Appointed: February 2018)

#### Membership

- South African Women Lawyers Association (SAWLA)
- Black Lawyers Association (BLA)
- Businesswomen's Association of South Africa (BANSA)
- Durban Chamber of Commerce & Industry (DCCI)
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- Centre for Effective Dispute Resolution (CEDR)

# References

Municipal Manager: City of Umhlathuze

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Adv. Siza Mthethwa

General Manager: Supply Chain Management

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Shepstone & Wylie Attorneys/ former Deputy Chair, Black Lawyers Association

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# KwaZulu-Natal Law Society

OFFICE OF THE DIRECTOR

P.O. BOX 1454 (formerly BERG STREET) 157 FLOOR, 200 HOOSEN HAFFEZEE STREET

TELEPHONE: 033 3451304 DX: S2 FAX: 086-555-9625 or 033 3949544 PLETERMARITZBURG 3200

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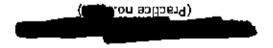
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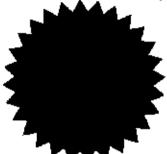
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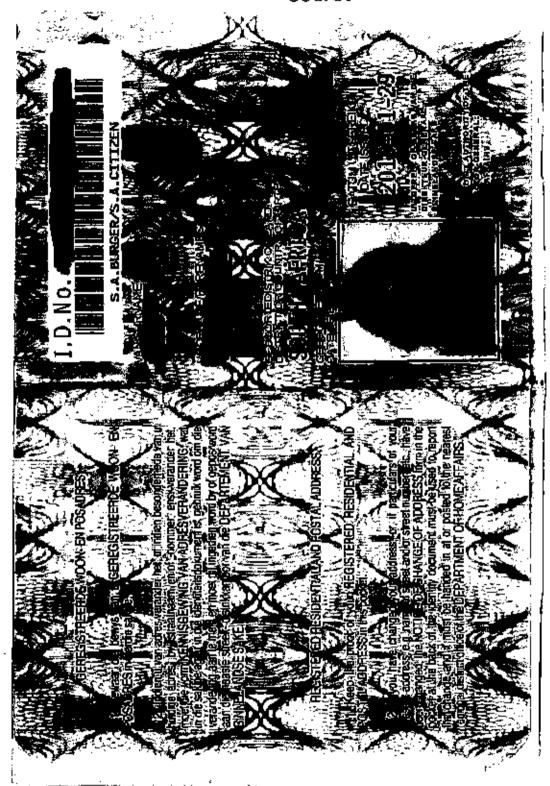
Is a registered firm of attorneys with the Society.

- from practising as attorneys is in operation in respect of them. of any director off the Roll of Attomeys or suspending any of them As far as the Society is aware, no Order of Court striking the name ٠.
- or to suspend any of them from practising as attorneys. strike the name of any director of the firm off the Roll of Attorneys No proceedings are pending by the KwaZulu Natal Law Society to .ε

Dated at Pigtermantzhurg this 12th day of February 2018.



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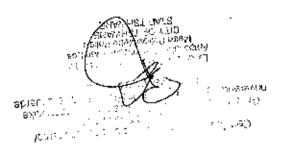
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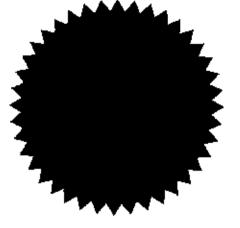
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# **КОАР ТЯРИЯРОЯТ МАИР**ФЕМЕИТ





Executive Dean: College of Economic and Management Sciences

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Head: Department of the Market of the Market

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It is hereby certified that Mr I.O. Mtsetweni, Student number 9705706 completed his undergraduate studies in Development Studies J. S. and S at this University during 2001.

The following elements were dealt with in the course:

Integrated urban planning Integrated urban development Urban development policy and atrategy Housing policy in South Africa Informal settlements Rural, urban migration CIvII society and local government Urbanisation Urbanisation Theory of participation Community development Sustainable development

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On behalf of the Council and Senate

Vice-Chancellor and Principal

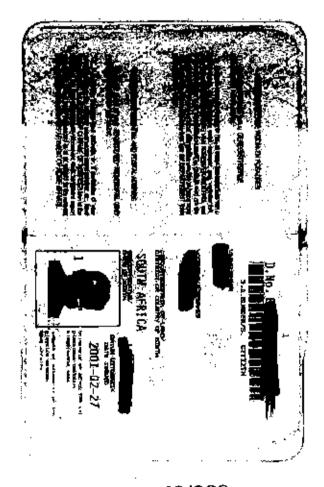
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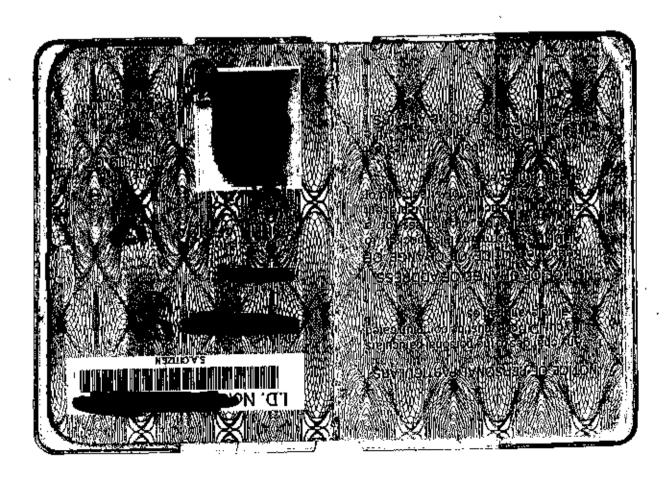


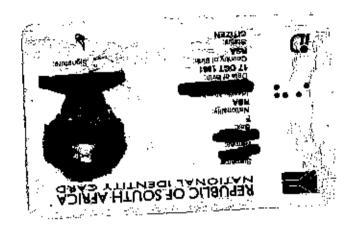


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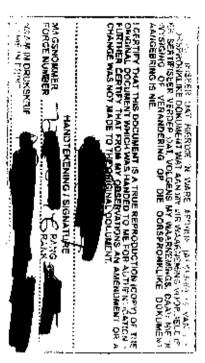




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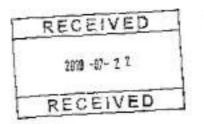
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Head: Human Resources

GCIS

Pretoria

17 July 2019



Dear Sir

Re: Application to the Post of Director General -Government communication and Information System (GCIS) reference 3/1/5/1-19/43

I herewith submit my application for the vacant post of the Director General of GCIS, which appeared in the Sunday Times dated 14 July 2019. Attached in this application letter is my completed Z83 Application Form, Curriculum Vitae, and my academic certificates.

I have being working in the public service for the last 24 years. Of these years, I have served 20 years at an SMS level (senior management rank). I hold a Degree in Public Administration (B Admin) and a Master's Degree in Public Administration(MPA), both of which I obtained through the University of South Africa (UNISA). I also possess a Certificate in Public Sector Finance and a Certificate in Strategies of Public Relations and Communications. I have also acquired a one-year (1979) of political training in the then Soviet Union now referred to as Russia.

After the unbanning of the African National Congress, public service became a natural progression in serving the people of South Africa. I Joined the public service at the Provincial level in the communication environment in May 1994 and appointed on a permanent position of an Assistant Director in September 1995. Subsequently, around 1997 was appointed as a Deputy Director: Administration still in the Premier's Office.

In May 1998 I was appointed as a Director: Finance (Level 13) at GCIS, and was then promoted to a Chief Financial Officer position in 2004 (level 14). In 2009, I was appointed as the Deputy Chief Executive Officer: Corporate Services (Level 15).

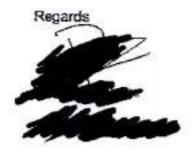
Over the years in the public service, I have acquired an in-depth understanding of communicating the work of government and the governance discipline of the public service.

Prior to joining the public service I worked for the ANC political machinery in exile for almost 7 years which made me gain a greater understanding of the policies of the ANC and mass organising.

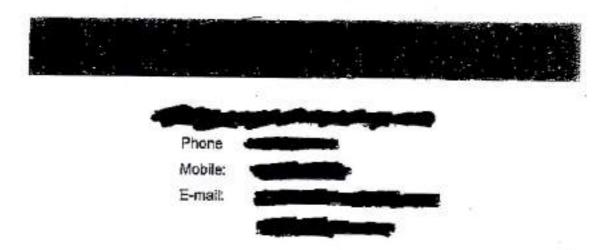
As the Deputy Chief Executive Officer: Corporate Services from 2009, I have acquired an extensive understanding of public service governance issues. I form part of senior executive management of GCIS, which drives the strategic planning of the department, in my capacity as the Acting Director General of the department, I also put together the post Cabinet Statement and handle subsequent media queries.

In August 2012, I was afforded an opportunity to be the Acting CEO of GCIS – a role that I performed until October 2014. This afforded me an opportunity to directly interact with the media as the Acting Cabinet Spokesperson. In February 2015, I was appointed to continue to serve as the Acting Cabinet Spokesperson until April 2016. On the 8 May 2017, I was again appointed as the Acting Director General of GCIS a position am still holding.

I am submitting this application to be considered for this post. I would avail myself should I be considered for an interview. My top secret security clearance is valid until March 2023 which I have attached a copy.



### CURRICULUM VITAE



summary: Least is the senior manager in the Public Service with 24 years' work experience in governance and communication. She has occupied this senior management position for over 21 years. Prior to joining government, her working career has been in the political unit of the African National Congress (ANC) in Mozambique and Swaziland. After the unbanning of the ANC, she joined the ANC Organising department and later its Department of Information and Publicity (DIP).

She has acquired an extensive understanding of public service governance issues and government policies and processes. She has an understanding of the laws governing the public sector such as the Public Service Act and Public Finance Management Act. She acquired work experience in both the provincial and national government communication environment.

She has developed systems and policies that enabled an effective public service corporate governance processes within Government Communication and Information System (GCIS). She was part of the team that developed the adopted Communication Policy of government. She holds a Degree in Public Administration and Masters Degree in Public Administration both obtained from the University of South Africa (UNISA) and a Certificate in Public Sector: Finance from University of Statleribosch. Whilst in exile, she went to the Political School for a year in the then

r.

Soviet Union (Russia) wherein she also acquired knowledge on development communication. Ms Williams has a passion for the public service excellence.

CERTIFICATE: Public Sector Finance (University of Stellenbosch) 2008

DEGREE: Public Administration - BAdmin (Unisa) (1998)

MASTERS DEGREE; Public Administration MPA (Unisa) 2006

### SHORT COURSES:

CERTIFICATE: Strategies for Public Relations and Communications (2012)

PFMA and Performance Management (University of Western Cape) 2000

Project Management 2001

Basic Accounting System (BAS) (National Treasury) 2004

Logistical Services Management System (Logis) (National Treasury) 2004

Tender Procedures (National Treasury) 2003

Handling media interviews: CNBC training Centre August 2012

EXPERIENTIAL TOUR:

Selangor Management of equivalence of the Premier's office (1997)

SINGAPORE: Logistics and transport management (2002)

Acting: Director General: GCIS

08 May 2017 - to date

### Duties:

- Serve as the Accounting Officer of the GCIS;
- Acted as the Cabinet Spokesperson after the post cabinet media briefings;
- In consultation with the Minister in Presidency and Cabinet Secretary, deals with all media queries relating to Cabinet;
- Sit in the Cabinet Committees and Cabinet, and compile the draft post Cabinet statement.
- Coordination of government communication across the spheres of government.
- Provide strategic leadership to the key deliverable of the work of GCIS;

Communicate on matters that cut across more than one department;



### DEPUTY DIRECTOR GENERAL: CORPORATE SERVICES

2016 APRIL - MAY 2017

### Duties

- Oversee the implementation of both the IT and Human Resource strategies of the organisation.
- Oversee the performance monitoring and evaluation unit within the Project Management Office.
- Financial administration and budget administration.
- Procurement and auxiliary administration of the department

### ACTING CABINET SPOKESPERSON

February 2015 - April 2016

### Duties

- Compiled Cabinet statement for the Post Cabinet Media Briefing
- Sit in during the Cabinet committees and Cabinet;
- Deal will all media queries that emanate from the post cabinet media briefing;
- Deal with any media query that relates to the Cabinet matters

### ACTING DIRECTOR GENERAL: GCIS

### August 2012 - Oct 2014

### Duties:

- Served as the Accounting Officer of the GCIS;;
- Sit in Cabinet Committees and Cabinet and compile the Cabinet Statement
- Dealt with all media queries after the post Cabinet media briefing.
- Co-ordinate government communication across departments
- Provide strategic leadership to the work of GCIS and communicated on matters that cut across more than one department

### RESPONSIBILITIES

1 1

CHAIRPERSON: NEWSLETTER COMMITTEE 2005 TO 2011

: POLICY DEVELOPMENT COMMITTEE - LETABA HOSPITAL MEMBER

: BATHO PELE COMMITTEE ~ LETABA HOSPITAL MEMBER

MEMBER : BATHO PELE COMMITTEE - MOPANI DISTRICT DEPARTMENTAL

COORDINATORS: 2004

: GOVERNMENTAL COMMUNICATORS FORUM, TZANEEN & MOPANI MEMBER

MEMBER : PROJECT MANAGEMENT TEAM - 2007 TO 2011

MEMBER : TRANSPORT MANAGEMENT - 2007 TO 2011

: WORKPLACE COMMITTEE - 2008 TO 2011 MEMBER

: REVENUE COMMITTEE - 2006 TO 2011 SHORT COURSES MEMBER

TOTAL QUALITY MANAGEMENT WORKSHOP: 31 JANUARY TO 16 FEBRUARY 2007

 DIVERSITY MANAGEMENT : NOVEMBER 2007

STRATEGIC MANAGEMENT AND LEADERSHIP WORKSHOP : JANUARY 2007

 LOCAL GOVERNMENT LEGISLATION : 2006

 COMMUNITY DEVELOPMENT : 2006

 PROJECT MANAGEMENT : 2006

 DELEGATION OF POWER : 2006

 EMOTIONAL INTELIGENCE WORKSHOP : 29 - 30 AUGUST 2007

 BATHO PELE WORKSHOP : 2007 SUPPLY CHAIN MANAGEMENT : 2007

 TRAINING THE TRAINER WORKSHOP : JANUARY 2007

CHANGE MANAGEMENT AND LEADERSHIP : JULY 2006

 POLICY DEVELOPMENT WORKSHOP : JUNE 2006

 HOSPITAL GOVERNANCE : 2005

 RISK MANAGEMENT WORKSHOP : 2005

 PERFORMANCE MANAGEMENT SYSTEM : 2006

 CUSTOMER CARE EXPERIENCE : 2006

 INTERNATIONAL PROFESSIONAL COMMUNICATIONS : 2005

 DISASTER RISK MANAGEMENT :2004 TIME MANAGEMENT : 2008

 PUBLIC SECTOR PROTOCOL : 2009

 MANAGING WORKPLACE DISCIPLINE : 2004 PERFORMANCE IMPROVEMENT

### ACHIEVEMENTS

- CERTIFICATE OF EXCELLENCE ON SERVICE ELEMENT OF ACCESS TO CARE AND PATIENTS AND FAMILY RIGHTS TOWARDS THE ACCREDITATION OF LETABA PROVINCIAL HOSPITAL
- CETIFICATE OF EXCELLENCE FOR OUTSTANDING PERFOMANCE IN COMMUNICATION MOPANI DISTRICT

: 2006

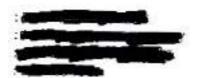
- CERTIFICATE OF EXCELLENCE FOR OUTSTANDING PERFORMANCE OF HOSPITAL BOARD
- CERTIFICATE OF APPRECIATION IN CLEANEST TOWN 2002/3
- LIMPOPO PROVINCE MUNICIPAL PERFORMANCE EXCELLENT AWARD (VUNA) 2003

### GENERAL

Enthusiasm, respect the views of others, flexible, hardworking, goal orientated, reliable, initiative, enjoys challenges and problem solving, assertive and always had a dire to work towards quality improvement and client satisfaction

### REFERENCES

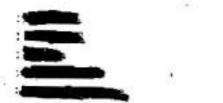
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### DECLARATION

declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information supplied may lead to my application being disqualified or my discharge if I am appointed



Date: 4 07 7019.



We certify that



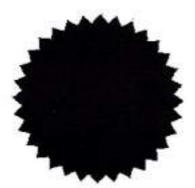
having complied with the requirements of the Higher Education Fet and the Institutional Gratute, was admitted to the degree of

# BACHELOR OF ARTS HONOURS

in Integrated Organisational Communication

at a congregation of the University on 17 May 2019

University Legistre







We certify that



having complied with the requirements of the Higher Education His and the Institutional Chatale, was issued with the

### NATIONAL DIPLOMA

in Public Relations Management

at a congregation of the University on 8 Iwa 2012

20/06/2019

Vice-Chancellor

University Registrac

Beautive Oran

Hill Hill Levery

REPUBLIC OF SOUTH AFRICA



REPUBLIEK VAN SUID-AFRIKA

Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination) (Masionale Senior Sertifikasteksemen)

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1992/01/01

# UNIVERSITY JOHANNESBURG

# UNIVERSITY OF JOHANNESBURG

# FACULTY OF HUMANITIES

# SHORT LEARNING PROGRAMME

in conjunction with the

SANLAM CENTRE FOR PUBLIC MANAGEMENT AND GOVERNANCE



successfully completed the learning programme:

# Local Democracy and Local Governance (LODLOG)

(NQF level: 5)

Duration: 26 November 2012 - 24 May 2013

Executive Director:

SanJam Centre for Public Management and Governance

CENTER TO LEGISLATION OF THE CONTROL OF T

Executive Dean: Humanities

Johannesburg





# Performance Management

empowering tomorrow's leaders

Hereby to certify that:





Performance Improvement - The integrated approach Attended the following Greater Tzaneen Municipality Lekgotla

20 - 21 November 2006



Greater Tzaneen Municipality

MANAGING DIRECTOR
INSTITUTE FOR PERFORMANCE MANAGEMENT
ON 1402008

### DISASTER RISK MANAGEMENT TRAINING AND EDUCATION CENTRE FOR AFRICA





# CERTIFICATE

THIS IS TO CERTIFY THAT



HAS ATTENDED A SHORT COURSE TO

Introduction to Disaster Risk Management

FROM \_\_\_\_\_ 13 May 2004

TO 13 May 2004



AN FACULTY OF NATURAL & GRICULTURAL SCIENCES



DIRECTOR: DIMTEC



## GROTER TZANEEN MUNISIPALITEIT GREATER TZANEEN MUNICIPALIT

Tet: 015 307 8000 Fix: 015 307 8049

P.o 50/24 factmeen, 0850



Tropical Paradise

# OATH OF OFFICE: MAYOR

(names in full) do hereby swear / solemnly affirm that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all laws of the Republic, and I solemnly promise to perform my functions as the Mayor of the Greater Tzaneen Council to the best of my ability

So help me God / Solemn Affirmation.

CHARLEST CO. SHEETE CO. CO. CO. CO.

Signature

The oath of office is made in terms of 661 Government Municipal Structures Act No 117 of 1998 and swom before me atv. 201

PRINCE OF MINISTER P

Magistrate Tzaneen



# GROTER TZANEEN MUNISIPALITEIT GREATER TZANEEN MUNICIPALIT

Tec 015 507 8000 Fee: 015 307 8049

P.O Box 24 Izoneen, 0850



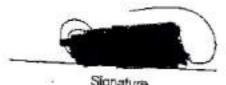
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# OATH OF OFFICE: EXCO

(hames in full)

do hereby swear / solemnly affirm that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all laws of the Republic, and I solemnly promise to perform my functions as the Executive Committee Member of the Greater Tzaneen Council to the best of my ability

So help me God / Solemn Affirmation.



Signature

The path of office is made in terms of the Local Government Municipal Structures Act No.

117 of 1998 and sworn before me at .....



# GREATER TZANEEN MUNICIPALITY



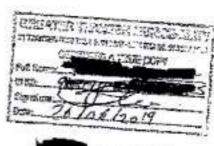
# Certificate of Appreciation awarded to



in recognition of your dedication and commitment in performing your duties that enabled the Greater Tzaneen Municipality in achieving the honours:

- Cleanest Town Awards in the Limpopo Province (2001/2002 and 2002/2003)
  - IHSA Limpopo Province Housing Local Authority of the year 2001
- Limpopo Province Municipal Performance Excellence Award (Vana) 2003





Municipal Manager BD MUSHWANA

Mayor OJ MUSHWANA



# Bessie Global Management Practice

# Certificate of Attendance

Is hereby granted to

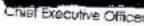
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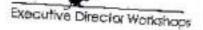
For Satisfactory Attendance & Completion of the PUBLIC SECTOR PROTOCOL" Workshop

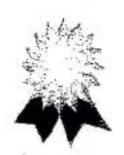
Held At: The FNB Conference and Learning Centre, Sandton, Johannesburg, South Africa Date: 04th - 05th August 2009

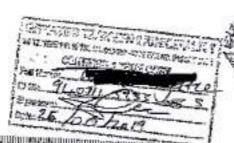
Granted: 5th August, 2009













CLUSTER COMMANDER SOUTH NERE AN POLICE SERVICE 2019 -06- 2 7



# OF SOUTH

Sumaros

Names

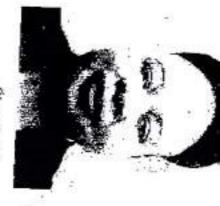
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# Bessie Global Management Practice

# Certificate of Attendance

Is hereby granted to

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For Satisfactory Attendance & Completion of the 
"PUBLIC SECTOR PROTOCOL" Workshop

Held At: The FNB Conference and Learning Centre, Sandton, Johannesburg, South Africa Date: 04th - 05th August 2009

Granted: 5th August, 2009.

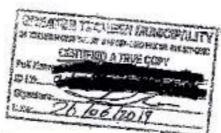
















### To whom it may concern

Application for position of Director General- GCIS\_Reference Number: 3/1/5/1 ~ 19/43

A leader with blue sky thinking, excellent written and verbal communication skills, the ability to interact with people at all levels is a few characteristics that describe me. I am well renowned for strong creative, strategic, analytical, organizational and interpersonal skills at all levels. When one marries these with my passion for leadership, problem solving and service delivery, the inevitable final product is an innovative relevant and wise leader with a drive to consistently out surpass all expectations. I am well renowned for always finding innovative relevant ideas that generate a positive response, maximise stakeholder participation, and maintain excellent brand reputation.

in a nutshell-no matter what the challenge, I have the ability to excel, I am excited to bring more than two decades of rich, dynamic cutting edge experience to GCIS as Director General. I have an excellent track record of always striving to ensure that all deliverables within my portfolio are timeous relevant and accurate. Therefore I can confidently say that I will bring the following skills as Director General:

Strong Leadership skills

Mature and well balanced

Confident

Strategic

Responsible

Team player

Diplomatic approach

Operations management

Corporate Governance skills

Project management

Change management

Media buying

Media relations

Policy development skills

Stakeholder management

Financial management and procurement skills

Excellent ICT knowledge

Conflict management skills

Policy drafting skills.

Strong computer skills audio editing and online.

Human capital management skills

Understanding and in depth insight into all media platforms-radio, TV, outdoor, online.

Excellent understanding of social media and ways to maximise this medium.

Writing good editorials

Online skills

3

Brand ambassador

Brand Intelligence

Annual Report Production

Understanding of the PFMA\PPP and PAIA

I also possess the ability and the knowledge to track, trace, monitor and evaluate all projects and deliverables using software that enables the entire team to constantly have a birds eye view on time lines and progress. This, including my experience and education (See CV), equips me not only to meet all expectations, but also satisfy the demands that would be placed upon me. I work well under pressure with excellent time management skills. I maximise performance output by working SMART.

I must assure you that my skills in every area of strategic leadership will ensure that I, not only fulfil the requirements\ expectations of GCIS but will also push benchmarks within my portfolio to make sure that GCIS remains on top of its delivery mandate.

My willingness to work, beyond my job description and allocated working hours, my ability to work under pressure as well as meet deadlines, and be an integral team player, would certainly be beneficial to the Minister and cabinet, whilst at the same time; it would groom me, to produce work of the highest quality and standard.

liOnel Jéan /V\ichél
Senior Marketing Communications

& Stakeholder Relations Manager



Cell



www.csir.cn.za



## My CV



South African (Indian Origin)

Roodepoort, Gauteng

ID:

Mobile:

:

:

:

### Qualifications

ţ

Institution

University of Reading Henley Business

School

Qualification

International Executive MBA

Date

Current (Final Year-Dissertation)

Institution

Wits University

Qualification

Masters in Journalism and Media Studies 1

Date

2014

Institution

: Wits University

Qualification

BA Honours in Journalism and Media

Studies

Date

2011

:

Institution

440 0000 16

IAJ/Wits

Qualification :

National Certificate in Radio Management

Date

200B

### Other Qualifications/Training

Risk Management, University of Pretoria – 2016

Corporate Governance Experience Member of Board-MIC Member of SGB-Gustav Preller Primary School

### Professional Experience

Currently an accredited IAJ and NEMISA facilitator.

March 2013 to date

### CSIR

As: Senior Marketing Communications and Stakeholder Relations Manager: Pretoria.

### Primary Responsibilities:

- Responsible for planning, development and implementation of all of the CSIR's marketing strategies, marketing communications, and Reputation & Responsibility activities, both external and internal for the CSIR specifically Materials Science and Manufacturing
- Oversee the development and implementation of support materials and services for chapters in the area of marketing, communications and stakeholder relations pertaining to this business unit
- Responsible for directing the efforts of the marketing, communications and stakeholder relations staff and i coordinate at strategic and tactical levels with the other functions of the CSIR
- Participate at leadership and together with other management staff in charting the direction
  of the CSIR, assuring its accountability and deliverables to all stakeholders, whilst ensuring
  its effective operation
- Primary working relationships with Executive, senior management team, staff of the marketing/Communications/ Stakeholder function, together with service providers

### Principle Accountabilities

### Marketing, communications ,Reputation and Responsibility

- Responsible for creating, implementing and measuring the success of:
  - Comprehensive marketing, communications and stakeholder relations program that continues to enhance the CSIR's image and position within the marketplace and the general public, and facilitate internal and external communications
  - All Organization marketing, communications and stakeholder relations activities and materials including publications, media relations, client acquisition and so forth
- Ensure articulation of the CSIR's desired image and position, assure consistent communication of image and position throughout the CSIR, and assure communication of image and position to all stakeholders, both internal and external

- Responsible for editorial direction, design, production and distribution of all CSIR publications
- Coordinate media interest in the CSIR and ensure regular contact with target media and appropriate response to media requests
- Act as the Organization's representative to the media
- Coordinate the appearance of all CSIR print and electronic materials such as letterhead, use of logo, brochures
- Develop, coordinate and oversee programs, technical assistance and resource materials to assist competency areas in the marketing, communications and positioning of their activities
- Provide counsel to competency areas on marketing, communications and stakeholder relations
- Ensure that the CSIR regularly conducts relevant market research and coordinate and oversee this activity. Monitor trends
- Leads projects as assigned, such as cause-related marketing and special events

### Planning and budgeting

- Responsible for the achievement of marketing/communications/stakeholder relations mission, goals and financial objectives. Ensure that evaluation systems are in place related to these goals and objectives and report progress to the Executive Director
- Develop short- and long-term plans and budgets for the marketing/ communications/stakeholder relations program and its activities, monitor progress, assure adherence and evaluate performance
- Recommend short- and long-term Organization goals and objectives to the Executive Director
- Develop, implement and monitor systems and procedures necessary to the smooth operation of the marketing/communications/stakeholder relations function
- Keep Informed of developments in the fields of marketing, communications and stakeholder relations, for the specific business of the Organization and use this information to help the Organization operate with initiative and innovation
- Work with senior staff and other relevant staff to:
  - Develop and maintain a strategic perspective based on marketplace
  - Competency research area needs and satisfaction in organizational direction, program and services, and decision making
  - Ensure the overall health and vitality of the CSIR
- Help make sure that the Organization's philosophy, mission and vision are pertinent and practiced throughout the organization
- Develop and coordinate means to seek regular input from the CSIR's key areas regarding the quality of programs and services and the Organization's relevance
- Help formulate and administer policies to ensure the integrity of the Organization
- Act as an internal consultant to bring attention and solutions to institutional priorities

### Managing

- Maintain a climate that attracts, retains and motivates top quality personnel
- Recruit, train, appraise, supervise, support, develop, promote and guide qualified Personnel
- Ensure effective management within the marketing, communications and Stakeholder relations function, with provision for succession
- Design, support and oversee cross-functional teams throughout the Organization

### Organization by:

- · Effectively enabling staff to take action on behalf of the organization by:
  - Transmitting the CSIRs values, vision and direction
  - o Engaging people in the meaning of the Organization
  - Respecting and using the skills, expertise, experience and insights of people
  - Providing direction and resources, removing barriers and helping develop people's skills, articulating expectations and clarifying roles and relationships
  - Communicating which includes helping people transform information into knowledge and learning
  - Encouraging people to question organizational assumptions and ask strategic questions, ensuring quality decision-making
  - Anticipating conflicts and facilitating resolution
  - Engaging people in process as well as tasks
  - Encouraging people use their power
  - Modelling behaviour
  - Coaching people to success

June 2011 - February 2013

### Wild and Marr as Consultant

As: Marketing Communications Manager

### Responsibilities:

· Consulted while working for !



### June 2011 - February 2013



### . d: Marketing\Sales and Communications Manager

- Identify, develop, plan and co-ordinate strategic communications programmes, projects and events in line with business strategy and requirements
- Present and maintain a positive public image of the Radio Station to all its stakeholders both internally and externally
- · Develop and implement an external and internal communication strategy for the Company
- Coordinate the development of all Stations content for its website, stakeholders and the media.
- Provide content support to the CEO for speeches and speaking notes
- Draft articles for publication in different platforms in the media-publications, website and local newspapers
- Coordinate the work of the Rainbow FM's Networks and build a solid database of all stakeholders
- Coordinate the communication activities of the Radio Station
- identify key communication opportunities for Rainbow FM

Build relations with different stakeholders for communication purposes

Work collaboratively with a diverse staff team to create and manage cross-organizational.

integrated marketing strategies

 Provide writing and editing support for all outbound member Vistenership\stakeholder communication including all promotional materials, a newsletters and the company's annual report

Assist in developing new revenue sources through sponsorships

- Serve as internal l'aison to the board and other staff resources-promote the stations vision. mission and brand at all times
- Review and edit existing promotional materials for marketing effectiveness, cross-selling. implications and adherence to brand guidelines.
- · Serve as company's media liaison and spokesperson

### January 2011 - May 2011

### Ornico Group

### , 64: Operations and Sales Manager: Nigeria

### Responsibilities:

Operations

Accountable for the overall Group success in Nigeria.

- Manage the company strategloally whilst aligned with the Omico's business mandate
- o Develop, formulate and implement business plan, in order to maximise business objectives
- Complie, and ensure cost-effective management and utilisation of Ornico's Nigeria operational budget

Effective management of all facilities and Staff of Ornico Nigeria

Effective use and Implementation of Majestic as CRM tool

- Provide continual feedback to Ornico Group and Adata regarding operational. financial and strategic status of Omico Nigeria
- Develop and evolve Ornico Nigeria to be on par with Ornico SA

Sales Manager

- o Responsible for the development and performance of all sales activities in assigned market
- o Staff and directs a sales team as well as provide leadership towards the achievement of maximum profitability and growth in line with company vision and values
- Establishes plans and strategies to expand the customer base in the media. monitoring arena and contribute to the development of training programs for clients and Account Executives, this includes the use of Majestic Interactive not only as a sales project management tool but also as an effective customer relations management tool

o Develops a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability in Nigeria

- Responsible for the performance and development of the Account Executives in Nigerla
- Prepares action plans by individuals as well as by team for effective search of sales leads and prospects

- Initiates and coordinates development of action plans to penetrate new markets
- Assists in the development and implementation of marketing plans as needed
- Conduct one-on-one review with all Account Executives to build more effective communications, to understand training and development needs, and to provide insight for the improvement of Account Executive's sales and activity performance
- Provide timely feedback to board regarding performance
- Provide timely, accurate, competitive pricing on all completed prospect applications submitted for pricing and approval, while striving to maintain maximum profit margin
- Maintain accurate records of all pricings, sales, and activity reports submitted by Account Executives
- Creates and conducts proposal presentations
- Assists Account Executives in preparation of proposals and presentations
- Controls expenses to meet budget guidelines and implement proper cost cutting mechanisms
- Adheres to all company policies, procedures and business ethics codes and ensures that they are communicated and implemented within the feam
- Recruits, tests, and hires Account Executives based on criteria agreed upon by senior management

### April 2009 - December 2010



### As: Marketing & Communications Manager

- Actively participate in the radio station's strategic planning processes of particular importance is the responsibility for the development of an innovative branding approach that is consistent with the radio station's unique market positioning and consumer offering
- Provide creative assistance to marketing team in order to develop tailored solutions to specific client needs, in particular the approach is to reflect Rainbow's unique market positioning and consumer offering
- Aggressively exploit and maximize revenue potential
- Track and analyse revenue in terms of business categories; exploit and improve on low delivery and new business opportunities
- Develop, organise and present proposals and client specific solutions in client/ marketers/ agency workshops
- Monitor all marketing activity against projected budgets and found solutions for negative variances
- Planning and scheduling of marketing tasks and activities
- Develop and execute marketing plans
- Maintain the brand standard of the Radio Station
- Ensure all means of communications abide to Industry standards
- Plan relationship as well as internal marketing initiatives
- Maintain relationships with key stakeholders

- Assume accountability for all marketing activities
- Manage and implement the marketing strategy as set out by Board
- Provide input and guidance into the marketing strategy
- Write copy for Marketing Material
- Proofread copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all sales\marketing activity, feedback, analysis, suggestions
- Analysis of customer research, current market conditions and competitor information
- Manage the productivity of the marketing plans and projects
- Monitor, review and report on all marketing activity and results
- Determine and manage the marketing budget
- Deliver marketing activity within agreed budget

### October 2003 - March 2009

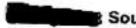


### As: Head of operations Warketing Manager

- The Operations head was accountable for the overall station success; and managing the station strategically and operationally in line with Highway Community Broadcast and Business mandate
- Developed, formulated and implemented business plan, in order to deliver on all business objectives whilst strictly adhering to the radio stations community mandate and budget
- Ensured the development, management and implementation of an innovative relevant programme strategy to hit the stations target audience, growing it with great interest in competitor content delivery
- Exploited every possible opportunity to generate revenue
- As brand captain, constant development and implementation of a realistic marketing strategy was imperative, brand awareness had to be optimised on air, off air and on the stations website
- · Constantly identified and created new on-air and website sales products
- Ensure that the station adopted strict and professional business principles in its daily performance at all times
- Station had to be constantly monitored and tweaked in order to maintain its station performance in accordance with Community Vicasa mandate
- Corporate governance had to be maintained strictly by making sure that the station operated within parameters of policies, procedures and mandates
- Responsible for all financial matters in regards Stations income and expenditure
- Compiled and managed the cost-effective utilisation of station budget
- Responsible for Cost-effective management of all facilities and operations
- Responsible for managing, capacitating and empowering all human resources
- Ensured station was on top of the broadcasting Industry and could compete with its commercial competitors
- Built a capable macro manageable station team in the form of skilled people in all areas of radio broadcasting

- Ensured that station kept abreast with latest broadcast technology, -ensured excellent user friendly improvements in technology
- Gave continual feedback and informed the Board and station team regarding operational, staff, financial and strategic status of station
- Liaised with external and internal stakeholders, in order to ensure excellent timeous delivery on station community mandate requirements
- Developed and maintained Website Content as well as manage all activity on the company intranet
- Full Responsibility for all the Radio Stations News Content, communications and PR

### December 1999 - September 2003



Sound Choice

As: Creative and Placement Director: Kwa Zulu Natal

### Responsibilities:

- Gave detailed oversight to the creative team to help develop. Sound choice's creative bouquet of products available to clientele.
- Worked closely with copywriters, designers and key account managers to make sure that
  client's needs and creative goals were always are on track whilst creating an innovative out
  of this world idea that worked
- Responsible for the development of every aspect of each campaign based on the client's marketing plan-conceptualized these ideas into attainable deliverables
- Assigned projects to staff and always made sure that client's deadlines were met
- Constantly studied of the media landscape and changes in media consumption patterns
- Sourced the best most effective and competitive placement campaigns for clients across all relevant media platforms
- Gave oversight to clients Media monitoring and brand intelligence profiles

### January 1996 - November 1999



As: Marketing Managert News Editor/Technical Manager

- Planning and scheduling of marketing tasks and activities
- Development and execution of marketing plans
- Maintaining the brand standard of the Radio Station
- Ensuring all means of communications abide to Industry standards
- Sourcing of quotes for print of artwork and branded items
- Planning of relationship marketing initiatives as well as internal marketing initiatives

- Maintaining relationships with key stakeholders
- Assume accountability for all marketing activities
- Manage and Implement the marketing strategy as set out by Board
- Provide Input and guidance into the marketing strategy
- Write copy for Marketing Material
- · Proofread copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all marketing activity, feedback, analysis, suggestions
- Develop budgets for various marketing activities, including the overall annual marketing plan and report on these in the monthly marketing report
- Conduct market research to determine market requirements for existing and future products
- Analysis of customer research, current market conditions and competitor information
- Manage the productivity of the marketing plans and projects
- Monitor, review and report on all marketing activity and results
- Determine and manage the marketing budget
- Deliver marketing activity within agreed budget
- Planning and scheduling of marketing tasks and activities
- Development and execution of marketing plans
- · Maintaining the brand standard of the Radio Station
- Ensuring all means of communications abide to Industry standards
- Sourcing of quotes for print of artwork and branded items
- Planning of relationship marketing initiatives as well as internal marketing initiatives
- Maintaining relationships with key stakeholders
- Assume accountability for all marketing activities
- Manage and implement the marketing strategy as set out by Board
- Provide input and guidance into the marketing strategy
- Write copy for Marketing material
- Proofreed copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all marketing activity, feedback, analysis, suggestions
- Responsible for overall quality and news I content
- All public relations, promotions and communications

### October 1990- November 1995

As: Weekend News, Casual On Air presenter

### Responsibilities:

Weekend News compiler, presenter and interviewer

### GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM

GCIS is an equal apportunity employer and practising affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the department through filling these posts. The candidature of persons whose appointment/transfer/promotion will promote representivity will receive preference. Applicants with disabilities are welcome to apply.

APPLICATIONS: The Chief Director: Human Resources Government Communications Private Bag X 745, Pretoria, 0001for or hand deliver to Tshedimosetso House, 1035 Cnr Francis Baard & Festival Street, Hatfield, Pretoria.

FOR ATTENTION

CLOSING DATE: 02 August 2019

NOTE: Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as certified copies of all qualification(s) and ID-document. The certification must be within three (3) months. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be fimited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). "The successful candidate must disclose to the DG particulars of all registrable financial interests, sign a performance agreement and employment contract with the DG within three months from the date of assumption of duty and obtain a top secret security clearance". All appointments are subject to the verification of educational qualifications, previous experience, citizenship, reference checks and security vetting. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the Job. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification).

### DIRECTOR-GENERAL: GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM (GCIS) REF NO: 3/1/5/1 – 19/43

(Five-Year Renewable Contract)

SALARY: R1 978 533 per annum (Ail- inclusive salary package) of which 30% may be structured according to the individual's needs

CENTRE: Pretoria

REQUIREMENTS: Qualifications: A degree and post graduate degree (NQF level 8) as recognised by SAQA, Experience: 8-10 years at senior management level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996. Skills: Excellent written and verbal communication skills and the ability to interact with people at all levels. Strong creative, strategic, analytical, organizational and interpersonal skills at all levels. Innovative and creative thinking, computer literacy. Job Knowledge: Extensive knowledge of the South African communications landscape. An understanding of government communication discipline. An in-depth knowledge and understanding of government policies and programmes. Competencies Required: Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.

DUTIES: Reporting to the Minister, the Director-General will be responsible for providing strategic headership and direction in delivering the mandate of the Department. Serve as a spokesperson of Cabinet and government. Provide leadership in the development of generic communication strategies across government's national departments. Ensure integration, coherence and standard performance of communication within national government and across all spheres of government. Ensure the implementation of development communication. Enhance government's communication platforms, products and services in order to grow the voice of government. Lead the media bulk buying strategy of government and realise the intended savings. Oversee the function of GCIS and act as the Accounting Officer. Provide effective and timely support to the Minister and Deputy Minister, including participation in the Forum of South African Directors-General Cluster's work.

### ENQUIRIES:

**NOTE:** The successful candidate must disclose to the Minister particulars of all registrable financial interests and sign the employment contract within one month from the date of assumption of duty as well as sign a performance agreement with the Minister within three months from the date of assumption of duty.



## MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA

Private Bag X1000, Pretoria, 0001; Tel: 0/2 300 5200 / 021 464 2100

# PROFILES OF SHORTLISTED CANDIDAT



### MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 7021 464 2100

# SHORTLIST SUMMARY FOR THE VACANT POST OF DIRECTOR-GENERAL: GCIS

	Chairperson	Member	Member	Member	Member	HR Support
SHORTLISTING PANEL	Minister in The Presidency	Minister of Communications and Digital Technologies	Minister of Home Affairs	Deputy Minister in The Presidency	Director-General in The Presidency	Acting Deputy Director-General
	Jackson Mthembu, MP	Stella Ndabeni-Abrahams, MP	Dr Aaron Motsoaledi MP	Ms Thembi Siweya, MP		



### MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100

	SHORTLIS	SHORTLISTED CANDIDATES	
	 4		
	African	Female	GCIS
2	African	Male	Parliament of RSA
esi	Indian	Male	CSIR
4.	African	Female	Greater Tzaneen Municipality
ທໍ	African	Male	Unemployed
60	African	Male	SASSA



# REPUBLIC OF SOUTH AFRICA Privato Bag X1000, Preforio, 0001; Tel: 012 300 5200 / 021 464 2100

POST REQUIREMENTS	TS
Post	Director-General
Post type	Five-year renewable contract
Department	Government Communication and Information System
Date vacated	26-Aug-2012
Published	21-Jul-2019
Closed	02-Aug-2019
All-inclusive salary package	R1 782 687 pa (30% may be structured according to individual needs)
Reference	Post 3/5/1 - 19/43
Post requirements	A Degree and Post Graduate Degree (NOF Level 8) as recognised by SAGA.
	Experience: 8-10 years at Senior Management Level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996.
	it written and verbal communication skills and the
	Strong creative, strategic, analytical, organizational and interpersonal skills at all levels. Innovative and creative thinking, computer literacy.
텔	Extensive knowledge of the South African communications landscape. An understanding of government communication discipline. An in-depth knowledge and understanding of government policies and programmes.
	Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.





# REPUBLIC OF SOUTH AFRICA Private Beg X1000, Preteria, 0001; Tel: 012 300 5200 / 021 464 2100 MINISTER IN THE PRESIDENCY

Race Gender Highest Qualification Current Employer Current Position SMS Experience Grounds for being shortlisted B-10 at senior managerial level B-10 at senior managerial level Current Employer Current Employer GCIS Current Position GCIS Current Position B-10 years' experience SMS Experience Grounds for being shortlisted Seniormanagement as we seniormanagement as we construct the senior managerial level Current Employer Current Female B-10 years' experience SMS Experience Coverage Superior Final Seniormanagement as we seniormanagement as we construct the senior managerial level Current Employer Current Female B-10 years' experience Coverage Superior Final Seniormanagement as we seniormanagement as we construct the senior managerial level Current Employer Current Female B-10 years' experience Coverage Superior Final Senior Maeeting Director Final Seniormanagement as we senior managerial level Coverage Superior Final Senior Maeeting Short Senior Final Seniormanagement as we senior managerial level	
st Qualification  In Employer  In Position  Experience  Ids for being shortlisted  It senior managerial level	MS PHUMLA WILLIAMS
Gualification Employer Position perience s for being shortlisted benior managerial level	African
Cualification Employer Position perience stor being shortlisted  L.I.I.	Female
Employer Position perience s for being shortlisted senior managerial level	MA Public Admin
Position perience s for being shortlisted senior managerial level	GCIS
s for being shortlisted  Lul senior managerial level	DDG: CS (Acting Director-General for GCIS)
s for being shortlisted	20 years' experience
senior managerial level	Meeting the requirements in terms of the qualifications and experiencein seniormanagement as well as managing communication environment.
	1999-2000; Director Finance: GCIS 2001-2009; Chief Financial Officer: GCIS 2009 to date: Deputy Director-General Corporate Services: GCIS 2012-2014; Acting Director-General: GCIS 2015-2016; Acting Cabinet Spokesperson
At least 3 years' experience must be within any organ of state. In the Public Service sing	of state In the Public Service since 1999 ( +- 20years)
An undergraduate qualification and a post graduate graduate Bachelor of Administratio qualification (NQF level 8) as recognised by SAQA Master of Public Adminis	Bachelor of Administration Master of Public Administration



## MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA

Private Bag X1000, Pretoria, 0001; Tel: 012 309 5200 / 021 464 2100

FULL PROFILE OF THE SHORT LISTED CANDIDATE	u
Name and Sumame	MR MANELISI WOLELA
Race	African
Gender	Male
Highest Qualification	MA Policy Studies
Current Employer	Parliament of RSA
Current Position	Section Manager: Media and Stakeholder Relations
SMS Experience	14 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualifications and experience in senior management as well as managing communication environment.
CHANTEST STATE THE BANK STORY OF THE BANK BALL	
8-10 at senior managerial level	2011-2013: General Manager of Communication: Correctional Services 2013-2014: Media Liaison Officer: Ministry of Economic Development 2016-to date: Section Manager Media and Stakeholder Relations: Parliament
At least 3 years' experience must be within any organ of state	In organ of state since 2011 (8 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Higher Diploma in Journalism Bachelor of Arts Master of Policy Studies



# MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA Private Bag X1000, Protects, 0001; Tel: 012 300 5200 / 021 464 2100

Name and Sumame	MR LIONEL JEAN- MICHEL
Race	Indian
Gender	Male
Highest Qualification	MA Journalism and Media Studies
Current Employer	CSIR
Current Position	Senior Marketing Communications and Stakeholder Relations Manager
SMS Experience	23 years' experience
Grounds for being shartlisted	Meeting the requirements in terms of the qualification and experience. The qualifications are in Communication.
2. 4 4 4 7 4 5 5 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
8-10 at senior managerial level	1996-1999: Marketing Manager: Highway Radio 1999-2003: Creative and Placement Director. Ad Agency: Sound Choice 2003-2009: Head of operations / Marketing Manager: Highway Radio 2009-2013: Marketing& Communications Manager (different companies) 2013 to date: Senior Marketing Communications and stakeholder Relations Manager, CSIR
At least 3 years' experience must be within any organ of state	In organ of state since 2013 (+-6 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Bachelor of Arts with Honours ( Journalism and Media Studies) Master of Arts



# REPUBLIC OF SOUTH AFRICA Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100 MINISTER IN THE PRESIDENCY

Name and Sumame	MS DIKELEDI MMETLE
Race	African
Gender	Female
Highest Qualification	BA Hons in Communication
Current Employer	Greater Tzaneen Municipality
Current Position	Council Speaker
SMS Experience	8 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience. The qualifications are in Communication.
7.8 MT, - 7.8 - 425	
8-10 at senior managerial level	2011-2016: Mayor, Greater Tzaneen Municipality 2016-to date: Council Speaker, Greater Tzaneen Municipality
At least 3 years' experience must be within any organ of state	In organ of state since 2011(+-8 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	National Diploma: Public Relations Management Bachelor of Arts Honours: Integrated Organisational Communication



# MINISTER IN THE PRESIDENCY

REPUBLIC OF SOUTH AFRICA Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100

Name and Surname	MR PHOSA MASHANGOANE
Race	African
Gender	Male
Highest Qualification	MA in Communication
Current Employer	Unemployed (Devoted to PHD Studies)
Current Position	General Manager: Consumer Affairs
SMS Experience	21 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience. The qualification is in Communication.
The Property of the State of th	
8-10 at senior managerial Level	1998-2007: Head of Department : Public Education & Information   2007-2014: General Manager: Consumer Affairs   2014: to date: Devoted to PHD Studies
At least 3 years' experience must be within any organ of state	In organ of state for the period 1998-2007 (+- 9 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Bachelor of Arts  Baccalaureus Artium Cum Honoribus: Communication Studies  Master Artium: Communication





### MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA Private Bag X1000, Preforia, 0001; Tel: 012 300 5200 / 021 464 2100

Name and Surname Race Gender Highest Qualification Current Employer Current Position South African Social Security Agency Current Position SMS Experience Grounds for being shortlisted Meeting the requirements in terms of the qualification and experience Grounds for being shortlisted Meeting the requirements in terms of the qualification and experience managing in the communication environment 2006-2006: Spokesperson: Ministry of Home Affairs 2006-2010: Spokesperson: Ministry of Home Affairs 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: Ministry of Home Affairs 2010-10 date: Senior Manager Medial Liaison: SASSA	an of state	n of state	
and Political Economy) gency ons ms of the qualification and experience environment the Chairperson of Committees: stry of Home Affairs dial Liaison: SASSA onal Executive Committees: ANC	9 years)	9 years)	9 years)



MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100



government
communications
Department
Government Communication & Information System
REPUBLIC OF SOUTH AFRICA

POST TYPE	DIRECTOR-GENERAL
POST TYPE	FIVE-YEAR RENEWABLE CONTRACT
DEPARTMENT	GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM
PUBLISHED	21-Jul/18
CLOSED	2-Aug-18
ALL INCLUSSIVE SALARY PACKAGE	R1 782 687 PA (30% MAY BE STRUCTURED ACCORDING TO INDIVIDUAL NEEDS)
REFERENCE	POST 3/6/4 - 19/43
POST REQUIREMENTS	S Qualifications
	Experience
	Skills
	Job Knowledge
	Competencies RequiStrategic capability and leadership, financial management, problem

9 (12)	a (20)	(20)	(27)	(25)	[23]	(15)	(30)	1(13)
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Affican	African	African	African	African	African	Indian	African	African
Male	Male	Female	Male	Male	Female	Male	WG RD	Female
PHD in Philosophy (Political studies)	MA in Philosophy (SA Politics and Political Economy)	MA in Management (Public & Development (Management)	MA in communication	BA Hons International Relations	BA Hors in Communication	MA Journalism and Media Studies	MA Policy Studies	MA Public Admin
Special Advisor to the Minister	General Manager Communications	General Manager	General Manager, Consumer Affairs	Consultant Communications and Marketing Manager	Council Speaker	Senior Marketing Communications and Stakeholder Relations Manager	Section Manager: Madia and Stakeholder Relations	(Acting Director-General)
Department of Bodisi	South Affician Social Security Agency	Tourism Business Council of SA	Independent communications Authority of South Atrica	Relance	Greater Tzaneen Municipality	CSIR	Parlament of RSA	GCIS
14 years experience	11 years experience	Tourism Business 14 years experience Council of SA	21 years	13 years experience	8 years experience	23 years experience	Parliament of RSA 14 years experience	20 years experience
Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and experience	Meeting the requirements in terms of the qualification and expertence	Meeting the requirements in terms of the qualification, and experience	Meeting the requirements in terms of the qualification and experience

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Wican	African	African	African	Affican	1 A
20 0	Male	Femsle	Маїн	Male	
N Diploma: Journalism	MA in Media and communication studies	6A Hons	MBA	LLB & SPROC	A Fig. Alloward Fig.
Managing Director	Educator	Receptionist	Managing Director	Director: Public Safety, Security and Transport	
The Communications Firm	Diversity High School	Travel with Flair	Ngwana Phosa Dira Trading Enterprise	King Sebatha Dairidyebo Municipality	
13 years experience	1 year experience	D SMS experience	19 years experience	21 years experience	÷. ,
Not meeting the requirements in terms of the questioston. The candidate does not have the required NQF level 8	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 years SMS experience.	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 SMS years experience	Not meeting the requirements due to the requirements due to the relevancy of qualification. The candidate does not have communication releted qualification. The qualification is therefore related.	Not meeting the requirements due to the reterancy of qualification and experience. The communication related experience and qualification. The experience and qualification are taw related.	

12 (18)	(16)	(16)	
	8		
7505085288083	8803060850087	8911200253088	
African	African	African	
No.	Female	Femele	-
Marric	National Diploma: Journalism	National Diploma: Journalism	
Senior Executive partner	Media Officer	Affernoon Drive Show Presenter	
Blue North Management Consulting	Democrațio Allance	SABC: Thobels	
14 years experience	0 SMS experience	0 SMS experience	
Not meeting the requirements. The candidate did not affach the required NOF level 8 certificate. The candidate attached in findustrial Psychology, hence Matric is considered. The certificate is not attached and the qualification to also not relevant to communication.	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience.	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience	

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African	An Car	African	Aftican	Arican	
Femals	7,000	Maie	Famale	Male	į
BEd Honours	MA POBIO ADMIN	BA Hons	BA Media, communication and culture	LLB	
She Steward	Director: Legal services	Director : Communications and Marketing	Provincial Communications Officer	Coordinator (Acting Director: office of the Chief Litigation Officer)	
South African Democratic Union	Department of Arts and Culture	C Brand	Democratic Allance	Department of Justice	
0 SMS experience	5 years experience	4 years experience	0 SMS experience	2 years experience	
Not meeting the neguirements due to the experience. The candidate does not have the required at the second	Not meeting the routine of the experience. The candidate does not have the required 8-10 years SMS experience.	Not meeting the riquirements in terms of experience. The candidate does not have the required 8-10 years SMS experience.	Not meeting the requirements in terms of the qualification and the experience. The candidate does not have the required NQF level 8 and 8-10 years SMS experience.	Not meeting the requirements in terms of the experience and relevancy of the qualification. The candidate does not have the required 8-10 years SMS experience. The qualification is not relevant to Communication. The qualification is law related	1124

8,8	24	(10)	(5.2) 8.	18 (4)
			•	. 1
1	1			1
African	African	African	African	Atrican
Male	Female	Male	Female	Pemele
WBL	PHD in Animal Science	MA in Engineering	BTech in Administration	BTech in Public Management
Chief Director.ICT	PHD In Animal Science Acting Chief Director	Chief Operations Officer (Acting CEO)	Senior Manager	Assistant Director
Department of Rural Development and Land Reform	PROLR	Council for the built environment	Municipal Demarcation Board	Department of Justice
10 years experience	9 years experience	10 years experience	2 years experience	0 SMS experience
Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not refevant to	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.	not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 years SMS experience.	Not meeting the requirements due to the experience. The candidate does not have the required 8-10 SMS experience.

(37)	(36)	Z 25	(28)	24 (24)
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BTECH in Public Facilitator : E Relations Management administrator	Diplomain IT	PHO: Information Studies	(Human Sciences)	BCom Hons
Fadilitator : End user support administrator	Learner : User support Network controller	Director (Acting CIO)	Director (Acting Director-General) (Department of Communication	Chlef Financial Officer
Ethekwini Municipality	Department of Correctional Service	Department of Health	Communications	Civillian Secretarist for Police Service
0 year experience	0 year experience	19 years experience	12 years experience	13 years experience
Not meeting the requirements in terms of the experience. The candidate does not have	Not meeting in terms of qualification and experience. The candidate does not have NQF level 8 and no SMS experience.	Not meeting the requirements in terms of the relevancy of qualification.	Not meeting the requirements in terms of the rules of the advert. ID is not certified and some qualifications are not certified.	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.



# REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

### PURPOSE

To provide confirmation of shortlist for the position of the Full-time Regulator Member designated as the Chief Executive Officer ("FTRM-CEO") of NERSA published in print media, NERSA website, NERSA social media platforms and Government Gazette.

### SUMMARY

"the Minister") was published in print media (weekend and daily newspapers), NERSA website, NERSA social media platforms and the Government Gazette ("the GG") in compliance with section 6(7) of the National Energy Regulator Act, 2004 (Act No 40 of 2004) ("the Act"). The FTRM-CEO is to be appointed in terms of sections 5(1) and designated The advertisement of call for nominations for the FTRM-CEO position by the Minister of Mineral Resources and Energy in terms of section 5(3) of the Act by the Minister. 2.1



NERSA is a Regulatory Authority established in terms of the National Energy Regulator Act. 2004 (April

- The closing date for nominatiions was extended from 11 January 2021 to 18 January 2021 due to the delay in publishing the advertisement in the GG simultaneously with the print media 2.5
- preliminary shortlisting. A total of forty (40) nominations were received of which thirty-four (34) were considered, five NERSA Human Resources ("HR") Team was tasked to capture nominations for the CEO position and conduct were duplicates and one (1) was a declined nomination. 2.3
- and Senior Manager: Office met with the Chairperson of the Human Resources and Remuneration Committee The NERSA Task Team on CEO Recruitment compromising of the Acting Chief Human Capital officer ("ACHCO") Senior Manager: Regulator Support Unit ("RSU") ("HRRC") (Mr. Smunda Mokoena) on the 22rd of January 2021. of the CEO ( 2.4
- The Task Team also met on the 25th and 26th of January 2021 to review and quality assure the spreadsheets prepared by NERSA HR Team. 2.5
- behalf of the Director-General because the DMRE Building (Trevenna Campus in Sunnyside) was closed due to a in sealed boxes and memory sticks on the 27th of January 2021. However, there was no one to receive the box on The nominations/applications were submitted to DMRE Officials (Director-General and Chief Director: SOE Oversight) 2.6.
- The box and memory sticks were delivered to DMRE (Visagle Street Building). However, there was also no one to receive the boxes on behalf of the Chief Director; SOE Oversight and the DG at DMRE (Visagle Street Building). The boxes were then delivered again on the 28th of January 2021 to DMRE (Visagie Street Building) and acknowledgment of receipt of boxes is available. 2.7.
- The spreadsheet of all nominations/applications was electronically sent to the DMRE Official via email as per request from the DMRE official and confirmed by the Senior Manager: RSU on the 4th of February 2021 2.8
- REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR The candidates' demographics in terms of gender and race are indicated in the below two tables: 2.9

MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

Table 1: Gender

The second secon	71%	29%
Aumber	24	10
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Table 2: Race

ОПО	No. of Participation of the Pa	And Preparation
fricans	28	82%
dians	4	12%
Noureds	-	3%
hites	F	3%

2.10. The requirements of the position were:

 a Master's Degree or equivalent in Engineering / Finance / Economics / Law / Business Management;
 b) Minimum ten (10) years working experience including five (5) years in a Regulatory Environment and five (5) years at Executive Management,

c) Experience in economic regulation and

 d) Sound understanding of regulatory policy in the South African context and of the South African Electricity, Piped-Gas and Petroleum Pipelines industries are of great importance. 2.11. The spreadsheets of candidates nominated was prepared by NERSA HR Team. The preliminary shortlist is indicated n the table below:

Table 3: Preliminary Shortlist

Percentage	29.4%	32.4%	38.2%
Number of Scandidates	10	11	13
Pre-shortheted as	Suitable	Possible	Not suitable/possible
	A	8	U

List A includes candidates who were identified as meeting all the requirements. List B includes candidates who were identified as meeting most of the requirements. List C includes candidates who were identifies as not meeting all the requirements.

# 3. SHORTLISTING

- the Chairperson of the HRRC: NERSA (Mr. were tasked to conduct preliminary shortlisting. A meeting for conducting the shortlisting was held on the 16th of March 2021 via Microsoft Teams. All 34 applications and the CD: SOE Oversights were scrutinized during the short listing process As per the request of the Director-General 3.1
- ha) from NERSA and the HR Planning Specilaist (Mr. Ju The HOD: HR transactions (Mr. also attended the meeting. 3.2.
- The proposed shortlisting by Messrs General and Markets was to be confirmed on Thursday by the Selection Panel appointed by the Minister consisting of: 3,3
- 3.3.1. 4 DMRE (Chairperson);
- 3.3.2. CD: SOE Oversight, DMRE;
- 3.3.4.

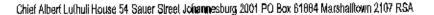
, Interim Chairperson, NERSA; and

3.3.3.

The shortlist conducted on the 16th of March 2021 interrogated all the thirty-four (34) nominations and came up with seven (7) candidates who should be considered for interviews. The seven (7) candidates are indicated in the table 3.4

### **AFRICAN NATIONAL CONGRESS**

### SECRETARY GENERAL'S OFFICE



Tet: 27,11,376.1000 Website: www.anc.org.za



### DEPLOYMENT COMMITTEE ZOOM VIDEO CONFERENCE CALL 15 JUNE 2020

- 1. Welcome
- 2. Apologies
- 3. Public Enterprise Department Minister Gordhan

Appointment of Director General

4. National Treasury – Minister Mboweni

Appointment of Board

5. Commission for Gender Equality

Appointment of Chief Executive Officer

6. Closure



### OFFICE OF THE NATIONAL DIRECTOR OF PUBLIC PROSECUTIONS

Victoria & Griffiths Mxenge Building. 123 Westlake Aveture, Weavind Park Silverton. Pretoria, 0001

Private Bag X752, Pretono, 0001

Contact number:

0|28456758

Email:

пфр@пра.gov.za www.npa.gov.za

Ref: ONDPP

Minister of Justice & Correctional Services
Private Bag X 81
PRETORIA
0001

Dear Minister

RE: NOMINATION OF A PERSON TO SERVE ON THE BOARD OF THE ROAD TRAFFIC INFRINDGEMENT AGENCY IN TERMS OF SECTION 6(1)(b) OF THE ADMINISTRATIVE ADJUDICATION OF ROAD TRAFFIC OFFENSES ACT, 1998 (ACT NO.46 OF 1998)

We acknowledge receipt of a letter from the Minister of Transport dated 06 November 2019, wherein NPA is requested to nominate a person to serve on the RTIA Board.

The NPA nominates Advocate and as the representative on the new RTIA Board.

Advocate Thenga the Director of Public Prosecutions Limpopo's contact details are:

for further communication.

Kind regards

National Director of Public Prosecutions
Date 05/18/19.



### RE-CALL FOR NOMINATIONS

### BOARD MEMBERS FOR AMATOLA WATER

### L N SISULU, MINISTER OF HUMAN SETTLEMENTS, WATER AND SANITATION CALLS FOR NOMINATIONS FOR THE APPOINTMENT OF BOARD MEMBERS TO GOVERN AMATOLA WATER FOR THE TERM 2020-2024

The Minister of Human Settlements, Water and Sanitation is the Executive Authority and shareholder of Amatola Water. She is responsible for the appointment of Board Members of Water Boards. Amatola Water is a National Government business entity, operating in terms of the Water Services Act. Act. No. 108 of 1997 and listed as a schedule 3b in the Public Finance Management Act, Act No. 1 of 1999.

The primary role of Amatola Water is the provision of bulk water supply (both potable and untreated water), waste water treatment and other related services, to the public benefit, its service area includes most the Amathole and Christ Hani District Municipality, the Ndlambe Municipality and smaller portion of the Cacadu and Joe Ggabi District Municipality in the Eastern Cape Province.

Individuals and organisations are invited to submit nomination of suitably qualified persons to be considered for appointment as members of the Board of Amatota Water on or before 31 March 2020.

Accordingly, the Board must comprise of interested, suitably qualified and skilled members having experience in one or more of the following areas:

- Engineering with particular emphasis on project management, construction, contract management; Water resource specialists;
   Science and Information Technology; Treasury; Corporate and Project Finance; Accountants; Legal and Risk Management; Human Resources Management and Environmental Management.
- Must have personal attributes of objectivity, Integrity, good reputation, commitment and South African citizen.
- Appropriate knowledge of, understanding and experience in exercising fiduciary duties in accordance with the provisions of the PEMA, King Code of Good Corporate Governance and Companies Act

### A nominee will not be considered to hold office as a member of the Board if he/she:

 is an un-rehabilitated insolvent, has been convicted of any offence involving dishonestly, fraud or has been sentenced to imprisonment without the option of a fine.

### Grounds for Disqualification:

A nominee will not be considered to hold office as a member of the Board if he/she is a unrehabilitated, insolvent, has been convicted of any offence involving dishonesty, fraud or has been sentenced to imprisonment without the option of a fine. Officials working for the Department of Human Settlements, Water and Sanifation and Amatola Water will also be disqualified.

### Stipends

The appointed Board Members shall receive a stipend determined and approved by the Minister of Human Settlements, Water and Sanitation. The stipend is paid in respect of expenses incurred in and during attendance of official duties.

### Requirements:

Upon appointment, the Minister reserves the right to conduct probity check (criminal and civil records; reference checks; verification of qualifications and experience; credit record and integrity test). Every nomination of a person for appointment to the Board must be signed by a proposer and seconder, none of whom may be the nominee, and must also contain the nominee's signed acceptance. No person may nominate or second more than one candidate.

### Applications:

Nominations, together with a Curriculum Vitae and copy of the nominee's 1D, as well as a motivation as to the suitability of the nominee, should be submitted to:

The Department of Water and Sanitation, Directorate: Institutional Oversight. Affention: Ms N Mbele, Private Bag X313, Pretoria or hand deliver to 193 Francis Baard, Waterbron Building. It is a requirement that nominees should also forward their application and CV online/ electronically to: <a href="mailto:waterbpards@dwa.gov.za">waterbpards@dwa.gov.za</a>

Please note that this is a re-advertisement, people who have applied before are encouraged to re-apply.

Table 4: Proposed Shortlist

Current or most meetic Posttea and Employee		Managing Director of Lungiswa Energy Pty in Ltd from June 2017 to date	Agree, General: Energy ploma Programmes & and BSc Projects at the foal Department of Energy from November 2018 to date	ree, Member: Petroleum nmerce Pipelines Regulation to Degree at NERSA from jineering January 2018 to date	sgree of Africa Energy Corporation from January 2019 to date
strate (Qualifications)	e Master of Business Administration Degree and 8Sc Degree in Electrical Engineering	Female MSc Degree In Economics and BA Honours Degree In Economics	Administration Degree, Postgraduate Diploma in Engineering and BSc Degree in Electrical Engineering	Leadership Degree, Bachelor of Commerce Degree and BSc Degree In Chemical Engineering	Management Degree and Bachelor of
Ratio (a)	Indian Male	White Fer	African Male	African Male	African Male
Monthshop Fifth Nation					
Mantestran No. 17	91	9	50	30	40

REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

	- 3.000			Engineering Honours Degree		February 2015 to January 2018
12		African	Female	LLB Degree, B Proc Degree and Diploms in Company Direction	Executive Manager: Corporate Services at NERSA from 2009 to date	Currently Acting CEO st NERSA from March 2020 to date
28	k	African	Male	MSc Degree in Macro Economics, B Admin Honours Degree in Economics and B Admin Degree	Director of Amazwe Holdings from 2014 to date	Served as Full Time Chairperson at Municipal Demarcation Board from May 2009 to February 2014

- Four (4) candidates were identified from the A List (Suitable) and three (3) candidates were identified from the B List Possible). There were no candidates identified from the C List (Not suitable/possible) that could be considered for interviews. 3.5
- Spreadsheets with full profiles of the seven (7) candidates shortlisted is attached as Annexure A. 3.6.
- Spreadsheets will full profiles of all the thirty-four (34) candidates is attached as Annexure B. 3.7.

# DELIBERATIONS/CONSULTATION ON THE SHORTLIST

- The spreadsheet containing all the nominations (pre-shortlists of suitable, possible and not suitable candidates) was (Interim Chairperson, NERSA) for consultation purpose by of March 2021 because she could not attend the meeting of 15th March 2021. sent to 4.1
- sent a brief report on the shortlisting to On the 16th of March 2021, 4.2

- provided her inputs and also raised some issues;
- (a) She agreed with non-suitability of all the candidates on the C List (Not Suitable/Possible).
- whom she thought should have been included in the A List (Suitable). She requested that clarity be provided on the three (3) candidates identified as not meeting the minimum (b) She agreed with borderline candidates on the B List (Possible), except for an except for a greed with borderline candidates. 5 years' experience in a regulatory environment and M
- (c) She agreed with the candidates on the A List (Suitable), except for point (b) above and requested that clarity be provided at the meeting of 18th March 2021 with the Director-General.
- During the Microsoft Teams meeting of the 18th of March 2021 to confirm the preliminary shortlist proposed with the were responded to by Director-General, the issues raised by 4.4
- Dexperience at the Public Protector South Africa is more in a complaints-driven environment, her experience is also in the financial management side and she has not been put in the final shortlist. (e)
- plackperience at the Municipal Demarcation Board is more in a regulated environment and he has been put in the final shortlist.
- has extensive experience in the energy industry and he has been put in the final shortlist.
- The Selection Parel confirmed the final shortlist on Table 4 as candidates who should be considered for interviews. 4.5
- interactions with the candidates. COVID-19 regulations/protocols will be adhered to at all times during the face to face Due to intermittent disruptions of virtual meetings caused by load shedding, the Selection Panel agreed that interviews to allow face to face interviews. The date of interviews will be communicated in due course. should be held by the end of March 2021 at NERSA [ 4.6.

Chairperson of the HRRC - NERSA Date: 24 March 2021

Interim Chairperson of NERSA Date:

CD: SOE Oversight Date: HOD: HR Transactions Date: 25 March 2021 HR Planning Specialist Date: 18 March 2021

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Requirements (ContitionSout): Minimum of tituate's Dagma or equivalent to Engineering / Finance / Economics / Law I Systems Management

Requirements (Experience) : Minimum ton (10) years in cooking experience indicating five (5) years in a Requisitory Environment and time (5) years at Executive Management Experience is convenient suggestion.

General understanding of requisitory public in the South African context and of the South African South African South African Context and Published Propries industries are of great Importance.

Requirement (SAIEs) |

Stategic Mineagement, Strategic Cucides existing, Relationable Management, Parlomance Management, Leedership, Corporate Governance, Ficuscial Management and Raspolately

# RECOMMENDED LIST: DCDT DIRECTOR GENERAL POST - AUGUST 2020

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	MBA, Post Graduate In Diploma In Management Studies, Bachelor of Arts Honours, Bachelor of Arts, Certificate In Management, Certificate In Development, Senior Certificate
Stute and officers  Freeling  Age  (Article Bank)  (Article Ba	Executive and Strategic Leadership, Business Management, Corporate Governance, Communications, Financial
	Gauteng
	53
	African, Male
The process of the control of the co	Current Employment : ICASA General Manager: Consumer Affairs, Commission on Gender Equality ( CGE) Head of Department Public Education and Information, SABC Specialist Producer, Administration Board Northern Transvaal: Sport Organiser
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African, 40 Gauteng Executive and Master of Bu Strategic.  Communication of Arts in ICT Information and Regular Communication Postgraduate Communication in Manage Consultant, african of Arts in ICT Strategy.  Consultant, Consultant, Communication in Manage Contribute in Information of Arts in ICT Strategy.  African Consultant, Consultant, Contribute in Information of Arts in ICT Strategy.  African Consultant, Consultant Contribute in Information of Arts in ICT Strategy.	Current Employment: Afrocentric Technologies Group CIO and CEO, ACSA Group CIO, Department of Home Affairs DDG ICT, SASOL Senior IT Project Manager, Department of Health Director of Projects, Department of Healt IT Manager, SITA IT Support Technician	African, Male	49	Eastern Cape	Executive Leadership and Management, Information Technology, Financial management, Business Management, Data Science Skills, Project	Master of Business Leadership, Bachelor of Commerce, Bachelor of Arts Honours, Senior Certificate
Make Strong St. Commence To account to account to the strong stro	Current Employment: Department of Justice Senior Manager: ICT Strategy, Avon Justine Senior ICT Consultant, Wesbank Senior ICT Consultant, Adapt IT Senior ICT Consultant, Accenture Senior ICT Consultant, Woolworths ICT Consultaint	Male	4	Gauteng	on catton gy	Master of Business Administration, Master of Arts in ICT Policy and Regulations, Postgraduate Diploma in Management Practice, Postgraduate Certificate in Chief Information Officer, National Diploma, Senior Certificate
	Author Englishmen	CONTRACTOR OF THE PARTY.		and Mentigory (PRE) (COT TO THE	folendrie afrikanski in de	Physical States of Control of Con
			d CEO, ACSA Home Affairs ect Manager, of Projects, A IT Support ICT Strategy, esbank Senior T Consultant, oolworths ICT	African, Acceded Acceded Home Affairs act Manager, of Projects, A IT Support African, Male ICT Strategy, esbank Senior T Consultant, bolworths ICT African, African, Male	African, 46 Male Home Affairs act Manager, of Projects, A IT Support Male ICT Strategy, esbank Senior T Consultant, oolworths ICT African, 40 Male ICT Strategy, esbank Senior T Consultant, oolworths ICT African, 40 Male	African, 46 Eastern Cape  d CEO, ACSA Home Affairs ect Manager, of Projects, A IT Support Male T Consultant, cebank Senior T Consultant, colworths ICT  African Male T Consultant, colworths ICT  African Male Male Male Male Male Male Male Male

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Current Employment Director: Informatio University of Pretoi Infrastructure and Sintranet Manager, T Management Special Consulting Engine Officer, Careers Re Junior Information Officer, Careers Re Junior Information Officer, Contract are Senior Contract are Independent Strate Standard Bank So Manager, National R Manager, National R Manager, National R	Maintenant Standard S	Current Employment:  Current Employment:  Current Employment:  Current Employment:  Current Employment:  Director: Information Technology Operations at Information Management Specialist, ICASA Information Management Specialist, Liebenberg and Stander Consulting Engineers Information Centre Officer, Careers Research and Information Centre Officer Careers Research and Information Centre Careers Research	At Digitalyze CEO, Milestone Connexions CEO, Motus At Digitalyze CEO, Milestone Connexions CEO, Motus Attemarket Parts CIO, South African Township and Rural Development Institute CEO, Dimension Data Senior Contract and Service Delivery Manager, Independent Strategist and Business Advisor, Standard Bank Southern Africa Senior Portfolio Manager, National Research Foundation IT Manager, Technology  African, 46 Gauteng Executive and Master of Business Strategic Administration, Leadership, Bachelor of Science, Senior Leadership Backership, Bachelor of Science, Backership Backership, Backershi
		Current Employment  Director: Information Technology ( University of Pretoria, Department Infrastructure and Support Director, Intranet Manager, Times Media Groi Management Specialist, ICASA management Specialist, Liebenberg Consulting Engineers Information Officer, Careers Research and Infordulor Information Officer	Current Employment:  AtDigitalyze CEO, Milestone Connexions CE Aftermarket Parts ClO, South African Town Rural Development Institute CEO, Dimens Senior Contract and Service Delivery Independent Strategist and Business Standard Bank Southern Africa Senior Manager, National Research Foundation IT

St.	
Programme Manager, SARS Team Lead Business Intelligence Analysis, HSBC Investment Services South Africa Database Administantor, Websoft(Pty)Ltd BI/DW Developer, Standard Bank of Southern Africa Operations Analyst, IBM South Africa IT Specialist Application Development and Y2K Project Manager, The Foschini Group Graduate Programmer	Considering the control of the contr

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to to	No#   Name and Sumame	Raue and Gender	Q 0	Ag Province c	Skills and Area of Qualifications Expensise	Qualifications
ற்	Current Employment:  Lecturer, IFA Independent Field Advertiser, Director at Pressed in Time, South African Early Child Development Council Project and Contract Manager, Helen Joseph Hospital Board Member, Nokia Siemens Networks Contract Manager, Telkom SA Operations Manager, Project Consultant at Business Process Re-engineering and iCare Flow-Thru, Payphone Section Technician and Database Administrator, Telkom SA Technician and Test ClerkTelkom SA Telkjom Technician (Faults and Fitting)	African Male	SS .	Gauteng	Business Management, Project Management, Technical, Contract Management, Financial Management	Baccalaureus Technologiae Education, Magister Technologiae: Business Administration, Doctoris Technologiae Business
10.	Current Employment:  General Manager: Southern Africa IT Infrastructure Life Services at Evernex International, Director: Africa Software and Application Business Development at Kamital Afrique, Network Consultant at Ericsson,	Male	47	Gauteng	Strategic Leadership, Business Development	MSc Information Technology Management, Diploma in Solution Sales Management, Diploma in Service Delivery Management, Diploma in Information Systems

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1 //	Regional Sales Manager at Tellnut(Pty)Ltd					Engineering
Ę	Current Employment: Head of Broadcast at KweseTV, SABC general Manager. Facilities, SABC Technical and Regional Manager, SABC National MCR Manager,SABC Senior Technician, Deputy Presiding Officer at IEC,	Male	74	Gauteng	Technical Skills, Communication, Executive Leadership, Production Management	MBA, PDBA, SABC Technology Accelerated Management Development Programme, National Diploma in Engineering Electrical, Post Graduate Diploma in Business Administration, Senior Certificate
12	Current Employment:  Journalism: Daily Dispatch Media, Tutor: University of Fort Hare, Senior Lecture: University of Fort Hare, Senior Lecture: Tshwane University of Technology, Senior Lecture: Tshwane University of Technology, Senior Lecture: UNISA, Associate Professor: University of Limpopo, Shadow Director: School of Language and Communication Studies at University of Limpopo	African Female	22	Gauteng	Marketing Communications, Graphic Design, Digital Marketing, Lecturer	PhD Communication Science, Diploma in Internet Strudies, Ma International Communication, Diploma in Telecommunication, BA Comminication Hondurs, BA
<u>5</u>	Current Employment:  Amscor General Manager, ACSA Corporate Specialist: Security Technology Projects, Head of Computer and Network Services at the University of	African, Male	15	Gauteng	Executive and Strategic Leadership, Information and Communication Technologies Skills, Technologies Skills,	Masters of Business Administration, BSc. Computer Science

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DAOTOT	Witwatersrand, Advisor at the Department of Defence, DDG: Information Services at Department of Home Affairs, Centre Manager at CSIR, CIO at DPSA, IT Coordinator at Chartered Accountants Medical Aid Fund, Systen Analyst at South African Non-Government Organisations Network, Analyst Programmer at South African Airways	African	83	Gautend	Corporate Governance Governance Accutive and	BA Hons in Media
Curr Mar Cor Cor Cor Cor Cor Cor Cor Cor	Current Employment:  Vamna Media and Production Founder, Provincial Programming Advisor at SABC, SABC General Manager: Radio Strategy, SABC Group Programme Manager: Radio Strategy, SABC Group Programme Manager: PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Chairman of the Corporation Programme Manager	Male	3	Figure 1	cation	dies, Postgra Inmunication ence, Dilpon ecommunicati Co ecommunicati Hons in S I Drama, E mmunicatoion ence and S ma, Adv ketting manag rifidicate, Cer fifidicate, Cer Manag ctice
Cor Solr Teo Por	Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at	African, Female	98	Gauteng	Strategic Management, Business Management,	Master of Business Admin (2019), Bachelor of Commerce Honours in Business Management, Diploma in Business Analysis, ND-Human Resources Management

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	SEDA, CRM Helpdesk Administrator at SEDA, ICT Administrator at SEDA, IT Intern at SEDA					
16.	Current Employment:  ICT Director at NMBM, Senior IT Manager at EC Legislature, ICT Manager at Department of Safety and Liason, Executive Head of Marketing and Sales at Vodacom, Executive Head of Operations at Vodacom South Africa, Customer Service Analyst at Caltex Oil South Africa, Computer Programmer at BP South Africa. Tutor at University of Cape Town	African, Male	88	Eastern Cape	Business Analyst Marketing, IT Specialist,	BSC, Honours in Business Management, Certificate in Project Management, Bachelor of Science (Mathematics and Computer Science)
	Current Employment:  CoO at Council for the Built Environment, Construction Health and Safety Technical Committee Member at Department of Labour, Board Committee Member at CIBD, Acting CEO at Council for the Built Environment, Chief Director Engineering Services at Department of Human Settlement, Acting Chief Director Infrastructure and Operations at Department of Public Enterprise, Acting Chief Director Infrastructure Planning at Office of the Gauteng Premier, Director Infrastructure Planning at Office of the Gauteng Premier, Trustee and Non Executive Director at House Owners Association, Senior Engineer Manager Infrastructure and Operations at Transet, Board Committee Member at SA Institute of Civil Engineers.	African, Male	35	Gauteng	Corporate Governance, Supply Chain, Project and Cohtract Management, Strategic Management, Information and Communication Technology, Business Development	Masters of Business Administration, Masters of Engineering Management, BSc Civil Engineering (Hons), Certificate in Cooperative Governance

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14 African males

1 Lesotho national - in the process of naturalization

Postgraduate in Management, Bachelor Education, Baccalaureus Paedonomaiae, Senior Teacher Diploma, Management Service	PhD, Master of Science, Bachelor of Science, Programme in Project Management, Senior Certificate	Master Legum in Administrative
Executive and Strategic Leadership, Governance and Administration, Financial Management, Human Resource	Executive and Strategic Leadership, Project Management, Lecturing, Research and Technology Development, Elnancial Management, Business Development	Legal, Executive
Gauteng	Gauteng Nationality: Lesotho and in a process of naturalization	Gauteng
99	15	57
African, Female	African, Male	African
Brand South Africa Acting CEO, DCDT Deputy Director General: Governance and Administration, DPSA Chief Director: Corporate Resource Management, MISA Corporate Service, DPSA Acting Chief of Staff, DPSA Acting DDG: Governance, DPSA Acting DDG: Governance, DPSA Acting DDG: Governance, DPSA Acting DDG: Management of Compensation, Director: DoD Human Resource Policy Management Director, DoD Labour Relations Director, Department of Defence (DoD) Deputy Director: Management Consultancy Service, Department of Home Affairs Work Study Practitioner	CSIR NextGen Enterprises and Institutions: Impact Area Manager, CSIR Meraka Institute: Principal Researcher and Research Group Leader, CSIR Meraka Institute: Senior Researcher, National University of Lesotho Head of Department, Alabama State University Adjunct Instructor, National University of Lesotho Lecturer	3. ************************************

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geodesations	and Municipal Law, Baccalaureurs Procurationis,Baccalaureurs Legum, Nyukela Public Service SMS Pre-Entry Programme	MBI, Bachelor of Social Science Honours, Bachelor of Social Science Senior Certificate
Selection (Associated	and Strategic Leadership	Organisational Leadership, Corporate Governance, Information Communication Technology, Finance
F Province Co.		Gauteng
2016		22
Topics of	Maie	African
The state of the s	Director at MC Consulting, Group Executive Legal and Regulatory at Internet Solution, South African Communications Forum Board Member, Head of Department at Gauteng Provincial Department, Board Member at Gauteng Provincial Liquor, Natal Spruit Hospital Board Member, Executive Director at Ekurhuleni Metropolitan Municipality, Chief Director at Department of Communications, Head of Department: Truth and Reconciliation at African National Congress	DCDT Deputy Director General: SOE Oversight and ICT Enterprise Development, Strategic Management Services Chief Director at the Department of Higher Education and Training, Chief Financial Officer at the Local Government Sector Education and Training Authority, Director Banking Development, Ithala Development Finance Corporation Chief Operations Officer, DCDT Chief Director: Shareholder Management Unit, Director: Budget Office at National Treasury, Economist at Ntsika Enterprise Promotion Agency, Development Planner at MetroplanTown and Regional Planners and Development Consultants, Research at Development and Land use Economists, Research Assistant at University of Natal



# public enterprises

Department:
Public Enterprises
REPUBLIC OF SOUTH AFRICA

## DIRECTOR-GENERAL



### SUITABILITY

	SULIA	DILITI					
SUITABLE	POSSIBLE		NOT SUITABLE				
: None, 2: Below minimum requirements. 3: Equal to	minimum requirements. 4	: Exceeds Minimum Requirem	ents. S: Fa		INGS	A Company	enta
Postgraduate qualification (NQF Level 8	0)		1	2	3	4	5
10-years of experience at senior manag	perial level		1	?	9	4	5
5 years must be a member of SMS in the sector	ne Public Service, p	referably in the public	1	2	3	4	5
Knowledge in the Global Economy, t African Regional Economy and the Sou	he Continental Eco th African Economy	onamy, the Southern	1	2	3	4	5
Knowledge of the South African Govern programmatic activities and the institut	nment's vision, strational arrangements	tegies, plans, policies,	1	Z.	3	4	5
Experience in Global best practice in th State-owned entities	ne design and mans	gement of	- 2	Z	3	4	5
Knowledge of the Public Enterprises state capture and corruption	portfolio in particul	ar with respect to	1	2	.3.	4	5
Experience in Management practice in	the South African F	Public Service.	1	2	3	4	5
Knowlegde and ability to work success equivalent. Leadership, management, development, change management, m	administration, on	ganizational design &	1	2	3	4	5
Knowledge and ability to work effective the Private Sector.	ely with other playe	rs in Government and	1	2	2	4	5
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CV attached				Υ		N	
Certified Copies of ID and Qualifications	attached			Y		N	

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NAME: CHARLES OF PUBLIC ENTERPRISES

2019 DATE:

DEPARTMENT OF PUBLIC ENTERPRISES

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1 1 JUL 2019

### Graduate School of Business Leadership

of the

### University of South Africa

This is to certify that



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has complied with the requirements for the twelve-month

### PROFESSIONAL CERTIFICATE IN MANAGEMENT (THE CAPABLE MANAGER 1997/98)

This certificate is based on materials and methods provided by the Open University,

Milton Keynes, United Kingdom Cents

Certified a true copy of the original.

There is no indication that any unauthorized person has altered the original document.

COURSES

NAME: THE OF PUBLIC ENTERPRISE

Director and Executive Officer Graduate School of Surfaces Levelership

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PRETORIA



30 May 2012

Director: Human Resources Department of Public Enterprises Private Bag X15 Hatfield 0028

Dear Ms Mpondo

### Verification for the Department of Public Enterprises of the Learner Achievements of Frans Kgathatso Tihakudi, National ID 7109245648086

The South African Qualifications Authority has been pleased to assist the Department of Public Enterprises, via its National Learners' Records Database, by performing this verification.

The verification results are as follows:

quelification	(retitution)	Year	Found
	Sin Street, St	1989	Yes
Matric	University of Witwatersrand	1996	Yes
Bachelor of Science in Engineering Master of Business Administration	University of Cape Town	2004	Yes

### Recommended wording for press statements:

Mr Thakudi was appointed to the position of ... in the Department of Public Enterprises. His qualifications include a Bachelor of Science in Engineering and a Master of Business Administration (MBA).

We look forward to being of further service to you in the future.

Yours sincerely

vonne Shapiro

Director: National Learners' Records Database

cc Geeva Pillay, Chief Director, HR Planning, DPSA

To assure the development and implementation of a Matteral Questionsions Framework that contribute to the full development of each fearer and to the social and accounts development of the nation of large

PostNet Suite 248 Private Bag X0B Whiterkloot 0145 SAQA House 1067 Arcadia Street Hetfield 0083 Tel (+27 12) 431-5000 Fax (+27 12) 431-5200 Helpdesk: 085 010 3188 Website: www.saga.org.za E-mail: sagainfo@saga.org.zu



we certify that



was admitted to the degree of

## Master of Business Administration

on 18 June 2004

DEPARTMENT OF PREAL SHIERPRISES
SUIT AND REPORTED GLEUNING
ARCACIO STROFFE, HATPINED CORS

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PRIMATE SACLATS
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DEPARTMENT OF PUBLIC ENTERPRISES

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There is no indication that any unauthorized resson has altered the original document.

NAME: TOTAL CLEVE
DEPARTMENT OF PUBLIC ENTERPRISES

DATE 11/07 2019

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REPUBLIC OF SOUTH AFRICA



REPUBLIEK VAN SUID-AFRIKA

## Senior Certificate (Std 10) Senior Sertifikaat (St 10)

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(National Senior Certificate Examination) (DEPARTMENT OF PORTO: (Nasionale Senior Sertifikanteksam : 11)

Certified a true copy of the original.

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AWARDED TO/TOEGEKEN AAN:

NAME: HOTELE

DEPARTMENT OF PUBLIC ENTERPRISE

EXAM. NO/ERSAMENNR.

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DATE: 11 07 2019

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W. J. M. Richer

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Secretary, Join Matriculation Board Sekretaris, Gemeenskapilko Matrikukasieraad

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## University of the Witwatersrand, Johannesburg

At a congregation of the University held on 3 December 1996



was admitted to the Degree of

### **Bachelor of Science in Engineering**

Branch of Metallurgy and Materials Engineering

Physical Metallurgy Option DEPARTMENT OF PUBLIC ENTERPRISES

DEPARTMENT OF PUBLIC ENTERPRISES
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1 1 JUL 2019

DEPARTMENT OF PHELIC ENTERPRIS

Jan Regnoless

Dean, Faculty of Engineering

Man Chancellas and Bringham

Certified a true copy of the original.

There is no indication that any unauthorized person has altered the original document.

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Registrat (Academic

NAME WHOTELL

DEPÁRTMENT OF PUBLIC ENTERPRISES

DITE 1/107/2019

Secretaria de Austra Maria des

### Royal Aeronautical Society Air Transport Management

Management development program run by the British Royal Aeronautical Society for emerging managers in the aviation industry. The course duration was two weeks and covered; economics, law and aeronautical engineering.

Oct. 1995
Lever Brothers
Business Trainee
Wan a place to attend a business-training course.

### Professional Membership

Member Institute at Directors in Southern Africa (IoDSA)
Current

Member: DATAM Procurement Committee (Nov. 1999 - Mar. 2000)

Responsibility for BEE and SMME development.

Developed a BEE SMME scorecard for the company for rating suppliers compliance.

Member: Denel Aviation Restructuring and Transformation Committee (Jun. 1997 to Aug. 1998)

#### Education

Feb 2003 to Mar 2004

**UCT GSB** 

Master of Business Administration

Concentration on Marketing and Finance (Fulltime studies)

1997

UNISA SBL

Post Graduate Certificate in Management

Part of Denel management development program.

1991-1995

University of Witwatersrand

Bachelor of Science in Engineering

Concentration in Physical Metallurgy.

Pre-University (1990)

Pre-university bursary scheme funded by Anglo-American Corporation.

#### Other Education

Jun. 2019

The Public Policy and Private Sector Development Executive Programme, Lee Kuan Yew School (LKY) of Public Policy, Singapore

Oct. 2015

Institute of Management Development, Lausanne, Switzerland High Performance Board Programme

Apr. 2009

North-West University

Principles of Project Management and Acquisition Management

Jan. - March. 2004

Wolfson College, Cambridge University

Fellow of Sainsbury and Gatsby Visiting Scholar

As part of the Sainsbury Trust scholarship for studying business at UCT GSB i spent two months at Cambridge University based at the institute of Manufacturing. Customer Support Manager/Project Manager (Jun. 1998 – Aug. 2001)

Customer relationship management for an aircraft maintenance facility. Most of the clientele African transport aircraft operators.

Work scope negotiation and management, ensuring project delivery on agreed terms – cost and downtime.

Reporting to Executive Manager: Marketing and Business Development

Engineer: Industrial Participation (Nov. 1998 - May 1999)

Management of sponsored research projects conducted through the UCT and Wits, which were respectively on the following: extension of fatigue life of aluminium engineering components using shall-peering and updating of CPCP programme for alreadt that are exposed to conditions in Central Africa.

Reporting to Executive Manager: Industrial Participation

Development Engineer (Sept. 1996 - Nov. 1998)

Fafigue life determination on fatigue critical components on the RCCIVALK attack helicopter and optimization of fatigue tife calculation methods.

Component failure investigations.

Bulkhead stress checking for ROOIVAUX attack helicopter qualification.

Reporting to Manager: FUMS Manager

### Other Experience

October 2013 to current
UN Food and Agricultural Organisation 2015 World Forestry Conference
Local Organisation Committee Member

Apr., 2013 to current Department of Agriculture Forestry and Fisheries Kabelo Trust Trustee

Apr. 2012 to Mar. 2016 Air Traffic Navigation Service (ATNS) Non-Executive Director

Aug. 1998 - Jul. 2002

**Denel Aviation** 

Chairperson: DATAM Procurement Committee (Apr. 00 – Jul. 02)

Ensuring that procurement policies are adhered to in purchasing of goods and services for the company.

Responsibility for ensuring diversification of the register of preferred suppliers, to include more BEE and SMME companies, and fair treatment of such suppliers.

#### Sep. 2004 – Dec. 2007 Volkswagen SA

National field Operations Manager

Nine Regional Managers reporting. Responsible for after sales business of Volkswagen and SEAT brands (in the Northern Regions (Mpumalanga, Limpapo, Gaufeng, North West, Northern Cape, Free State, Botswana and Namibia).

Implementation of Programmes that will improve the dealers' capability and productivity to meet National Service Cost Recovery Rate.

Management of VW Warranty Goodwill budget, including adjudicating an customer and dealership complaints on claim rejection or underpayment.

Approval of vehicle exchanges resulting from built quality or recurring repair problems.

Implementation of the VWSA Mechanician Development Programme aimed at ensuring World Class skills in the dealer network.

Designing and implementation of programmes aimed at increasing Service Customer Satisfaction Index (CSI),

Ensure dealerships achievence to VWSA and Audi SA franchise standards.

Representation of Volkswagen SA at dealer body meetings and rental and leasing companies association meetings (SAVRALA).

Reporting to General Manager: National Service

#### Sep. 1996-Sep. 2004 Denel Group

### Conversion Centre Manager (Mar. 2004 - Sep. 20 04)

Departments reporting: Production, Maintenance Planning and Engineering, each headed by a manager,

General management of an aircraft modification and Cargo Conversion Centre.

Responsibility for developing business strategy.

Daily management of the operation to ensure; acceptable WIP, PBT and ROI.

Ultimate responsibility for quality, meeting aircraft turnaround commitment and customer satisfaction.

The business unit had 150 aircraft technicians and 20 supervisory staff (incl. three managers, seven superintendents) reporting to the Conversion Centre Manager.

Reporting to Executive Manager. Operations

### Production Manager (Sep. 2001-Jan. 2003)

Management of a commercial transport aircraft maintenance line, staffed with 43 aircraft technicians and four superintendents and eight team leaders supervisory staff.

Responsibility for starting a new commercial aircraft maintenance line, and this was done successfully. With the line showing positive contribution during its first year of operation – R12m on R43m turnover.

Final responsibility for quality of work performed, and on-time delivery of alraraficilient.

Chairing of the departmental Health & Safety Committee.

Reporting to Executive Manager: Operations

 Provides technical advisory services to support SOCs' compact alignment processes and lacitate the development/adaption thereof.

Reports to Director-General

### Deputy Director-General: Manufacturing Enterprises (Jan 2013 to Dec 2018)

The executive head of a unit responsible for shareholder oversight over Denet Group, SAFCOL and Alexkos. The unit consists of a mixture of finance, economics and technical specialists

Provide advice to the DG, Deputy Minister and Minister on policy, strategy and stakeholder related issues in the defence, forestry and mining space

Perform the tocal role in the analysis of proposals and negotiation at performance deliverables [shareholder compact, corporate plan, quarterly reports, annual financial stotements, etc.] with the SOCs and the in-year manitoring of performance against these.

Commissioning of continuous internal and external review of SOC mandates to ensure alignment to national strategic objectives. The role includes engagement with stakeholders to ensure alignment and buyin.

Project management of strategic industry impact programmes. Some of these are; the emerging miners strategy, acrospace SOC consolidation, and SOC industrialisation programme.

Reports to Director-General

Jan. 2008 - Dec. 2012 ARMSCOR

Head of Division: Aero Systems Acquisition

31 subardinates including aircraft systems engineers, programme managers, logistics managers, contracts managers and administrative personnel - including three senior managers

Effective management of ARMSCOR aircraft systems acquisition partfallo on behalf of Department of Defence by ensuring adequate deployment of allocated financial resources responsible for an annual acquisition expenditure of approximately ZAR5 billion

Ensure adherence to technical and regulatory requirements in acquisition of systems through ensuring the correct systems are in place within the division to ensure a credible process

Formulation and implementation of aero systems specific elements of the ARMSCOR's Acquisition Department Strategy

Member of the Divisional Acquisition Authorisation Committee, Aircraft Systems Control Board, Baseline Project Technical Steeling Committee and Armaments Acquisition Control Board

Member: South African Air Force and Denel Aviation Steering Committee, aimed at restructuring the Mainlenance, Repair and Overhaul (MRO) capabilities of both entities into a single capability. Formulation of solutions to business issues as allocated by the Management Board. Lead the Business Discipline improvement initiative, Seniar Manager Technical position relamidation exercise and the BBBEE Strategy review processes. Member of the Acquisition Department Restructuring Workgroup

Co-Chaired a number of Multinational Armaments Acquisition Project Review Committees: Brazil-RSA, Sweden-RSA, France-RSA and EU-RSA

Chairperson: ARMSCOR Employment Equity Committee - directly elected by employees

Reporting to General Manager: Acquisition



### Personal Information

Residential Address

Postal Address

Telephonic Contacts

Email

Marital Status

National Identification Number

Passport Number

Driver's License

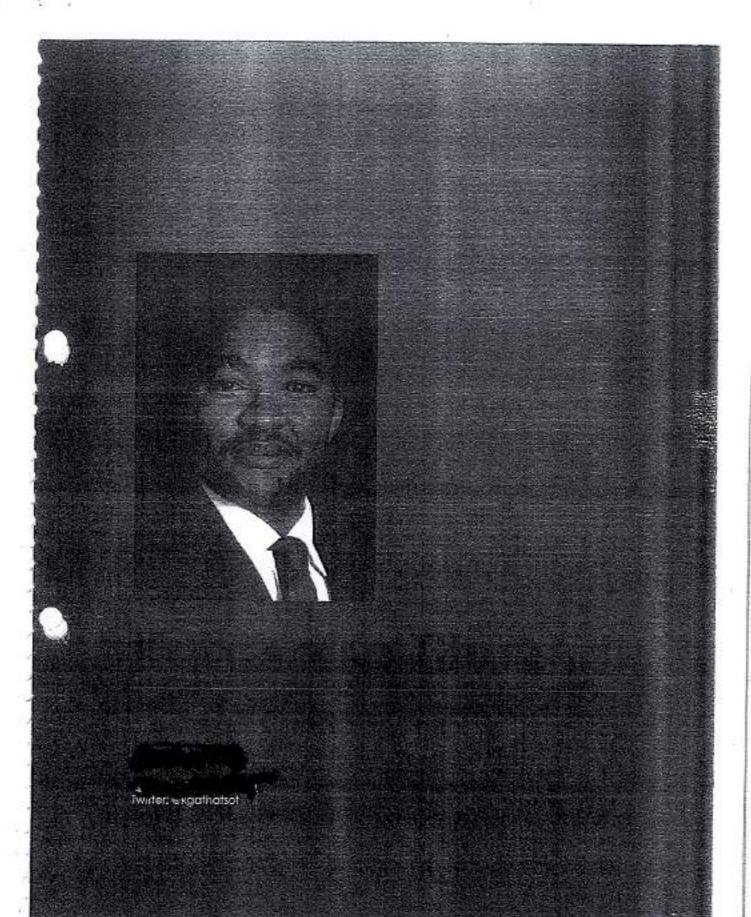


### Experience

Jan.2013 – Current Department of Public Enterprises

# Deputy Director-General: Business Enhancement Services (Jan 2019 to current) The unit-

- Initiates and coordinates specialist research projects to model the short, medium and longterm business enhancement prospects;
- Develops and coordinates the implementation of SOCs! Group pipeline business enhancement strategies and instruments;
- Develops business enhancement models for the dusters and coordinates the adoption processes;
- Initiates and coordinate specialist research projects to define business enhancement inhibitors.
   for the SOC Groups;
- Liaises with policy and regulatory institutions to mitigate the impact of the identified business inhibitors:
- Provides technical inputs to influence alignment of the regulatory regime impacting on the operations of the SOC Groups; and





# public enterprises

Department: Public Enterprises REPUBLIC OF SOUTH AFRICA

## DIRECTOR-GENERAL



SUITABILITY POSSIBLE **NOT SUITABLE** SUITABLE RATINGS 1: None. 2: Below minimum requirements. 3: Equal to minimum requirements, 4: Exceeds Minimum Requirem Postgraduate qualification (NQF Level 8) 10-years of experience at senior managerial level 5 years must be a member of SMS in the Public Service, preferably in the public Knowledge in the Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy Knowledge of the South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements Experience in Global best practice in the design and management of State-owned entities Knowledge of the Public Enterprises portfolio in particular with respect to state capture and corruption Experience in Management practice in the South African Public Service. Ki Knowlegge and ability to work successfully with an executive suthority or the equivalent. Leadership, management, administration, organizational design & development, change management, monitoring and evaluation. Knowledge and ability to work effectively with other players in Government and tine Private Sector. 283 Form attached CV attached Certified Copies of ID and Qualifications attached

Screener's comment

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ERK OF THE COURT-MAGISTRATE
MAGISTRATE OFFICE
PRIVATE BAG X2403

1 2 JUL 2019

LOUIS TRICHARD" 1920

RK OF THE COURT-MAGIC

Date of istore 16 Jan 2014



# University of Venda



This is to Certify that the

# Bachelor of Administration

was Awarded to

at a Ceremony held on the

4th JUNE 1993

in Accordance with the Provisions of the Act and Statute

Bice Chancellor



A Registrar

Benn



### UNIVERSITY OF STELLENBOSCH

2 March 1997

United the second second second

Student number: 96-6335-5

Date of birth: 25 September 1968

Certified a true copy of the original document

This is to certify that whereas

k of the Court

Louis Trichordt Magistra

has successfully completed the relevant one-year course of study, PRIVATE BAG X2ACL prescribed under the University's Statute and Regulations.

LENK OF THE COURT-MAGISTRATE

1 2 JUL 2019

the diploma of

LOUIS TRICHARD 10920

POST GRADUATE DIPLOMA IN SOCIAL RESEARCH METHODS

( POST GRADUATE DIPLOMA IN SOCIAL RESEARCH METHODS )

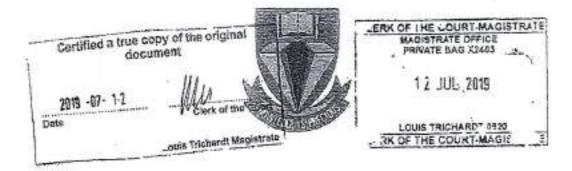
with all the rights and privileges pertaining thereto, was conferred on him in March 1997.

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REGISTRAR

# University of Venda



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# Honours Bachelor of Administration

was Awarded to

at a Ceremony held on the

20-SEP-97

in Accordance with the Provisions of the Act and Statute

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REPUBLIC OF SOUTH AFRICA



REPUBLIEK VAN SUID-AFRIKA

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Examinations Officer Eksamenbeampte

Director-General : Education and Training "Direkteur-generaal : Onderwys en Opleiding

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Secretary, Joint Matriculation Board Sekretaris, Gemeens aplike Matrikulasierasd

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## UNIVERSITY OF CAPE TOWN

we certify that

was admitted to the degree of

Master of Philosophy

in the Faculty of Engineering and the Built Environment

on 14 December 2000

Certified a true copy of the original document

2019 -17- 1.7 and place of the Court

Louis Trichardt Magistrate

MAGISTRATE OFFICE PRIVATE BAG X2403

12 JUL 2019

LOUIS TRICHARDT 0420

Meloli

Vice Chancellor

Hugh Amoore

Registrar

Ministerial Sub-Committee, comprised of Ministers of all Departments involved in the restructuring of (SEOs).

The National Framework Agreement (NFA) - Energy Sector

- I sat in the NFA, which was chaired by the Minister of DPE and attended by the Minister of Minerals and Energy to engage Organised Labour about the restructuring of the energy sector.
- I was a member of the Government negotiating team that engaged organised Labour.

Parliamentary Services

Presented to the ANC Study Group and the Public Enterprises Parliamentary Portfolio Committee

Service Delivery Framework (SDF)

- Represented the DPE as a stakeholder in the forum that was addressing the non-payment of electricity in Soweto. Human Resource Development Committee
- Represented the Restructuring Unit in the Departments Human Resources Development Committee that dealt with staff related matters

Position:

Researcher

Period:

July 1999 - July 2001

Company:

Energy and Development Research Centre (EDRC), University of Cape Town

Position:

Trainee Researcher

Period:

Morch 1998 - June 1999

Company:

Energy and Development Research Centre (EDRC), University of Cape Town

#### PROJECTS

- Bulk renewable energy independent power producers in South Africa
- Promoting public benefit energy efficiency investment in the new power contexts in South Africa
- Potential impacts of electricity industry restructuring on renewable energy and energy efficiency
- Monitoring and Verification (M&V) of Demand Side Management
- Evaluation of the Hatianal Electrification Programme (Phase 1, 1994 1999)
- Energy Efficiency and Energy Savings: A chapter in the Swaziland Energy Policy
- Review of South Africa's Rural Electrification Strategy
- Review of the White Paper on Energy Policy

#### REFERENCES

Management Programme In Infrastructure Reform and Regulation Graduate School of Business, University of Cage Town

/ Fax:

Divisional Executive Sustalnability (Ex-Eskom) E-mail Address: Steve lennon1@biapond.com

Section Head: Policing & Programme Coordinator Postgraduate Studies, Department of Safety and Security Management. Tshwane University of Technology

#### Regulatory Framework and Pricing

- Multi Year Price Determination (MYPD)
- Development Pricing
- Cross Subsidy Framework

Position:

Industry Affairs Manager

Period:

September 2004 - January 2005

Company:

EDI Holdings Company

Scope of work done:

Stake holder relations management

Position:

Director Energy and Telecoms Sector

Period:

August 2001 - August 2004

Company:

Department of Public Enterprises

Scope of Work Done:

Restructuring of the Energy Sector

Restructuring of the Electricity Supply Industry (ESI Generation and Transmission) and the Electricity Distribution Industry. l was also responsible for Eskom Enterprises.

Electricity Supply Industry (ESI) Restructuring

The DPE was responsible for the restructuring of the ESI. In order to carry out this task we had established the ESI Project Office with different working Groups. These included:

- Implementation Task Team
- Project Management Work Group.
- Generation Workgroup
- Transmission and System Operations Workgroup
- Impact Studies Workgroup
- Multi Market Model Workgroup
- Legal and Regulatory Framework Workgroup

I chaired the Transmission and System Operations Workgroup and sat in all groups.

Electricity Distribution Industry (EDI)

The Department of Minerals and Energy is responsible for the restructuring of the EDI. The Electricity Distribution industry Restructuring Committee (EDIRC) has been established to drive the process. The EDIRC is to establish the Electricity Distribution Holdings Company, which will then take the process to its end state, the establishment of Regional Electricity Distributors (REDs). I chair the Change Management Workgroup and sit in the following:

- Establish Holding Company
- Trading and Tariffs
- Journey Management
- Regulatory Framework
- Electricity Basic Support Service Tariff

#### Eskom Enterprises

EE was assigned to me as a portfolio and I was reporting to the Deputy Director General who was the Head of the Restructuring Unit. My responsibilities included:

- Developing a work plan, which sets a framework for the DPE to execute its shareholder responsibility
- Writing Cabinet Memoranda for the sales of stakes in some core businesses and disposal of non-core businesses
- Project managing all transaction within EE

#### Writing Reports

I wrote reports to the following Committees:

- Management Committee
- Executive Committee
- Oversight Committee, which involved other Government Departments involved in the restructuring of the State Owned Enterprises (SOEs)



## CERTIFICATE OF COMPETENCE

This is to certify that



Has been assessed and found competent against the Unit Standard

Mentor a colleague to enhance the individual's knowledge, skills, values and attitudes in a selected career path,

ID number: 114215

Level 4, (3 credits)

on

20 June 2014

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2017 -07- 23

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June 2014

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# Assessment College of South Africa (Pty) Ltd





Accreditation Number EVEP9953

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## CERTIFICATE OF COMPETENCE

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SUID AFRIKAANSE ROUSIEDIENS BYATION COMMANDER

2017 -07- 23

CLIENT SERVICE CENTRS

I.D. Number

has been assessed and found competent against the unit standard

## Conduct Outcomes-based Assessment

(15 credits) Level 5, 1.D. number 115753

on

11 December 2013

Cortificate No. AC/14/CA00251

OfC9 Director: Africa

10 April 2014

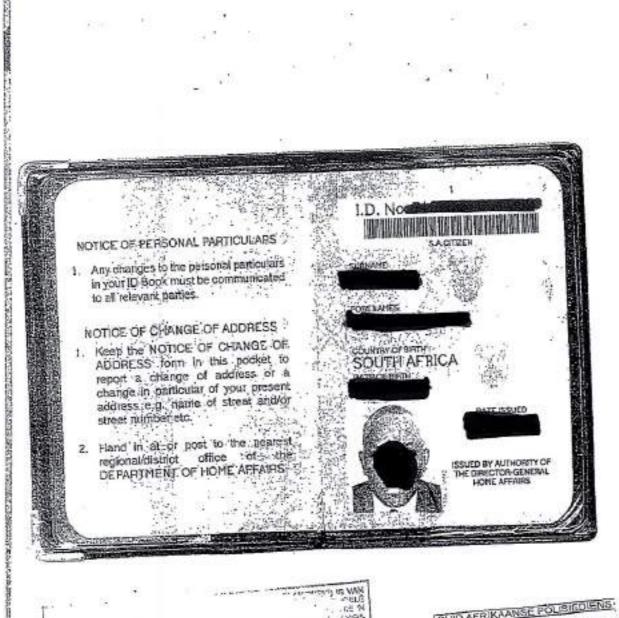
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STATION COMMANDER

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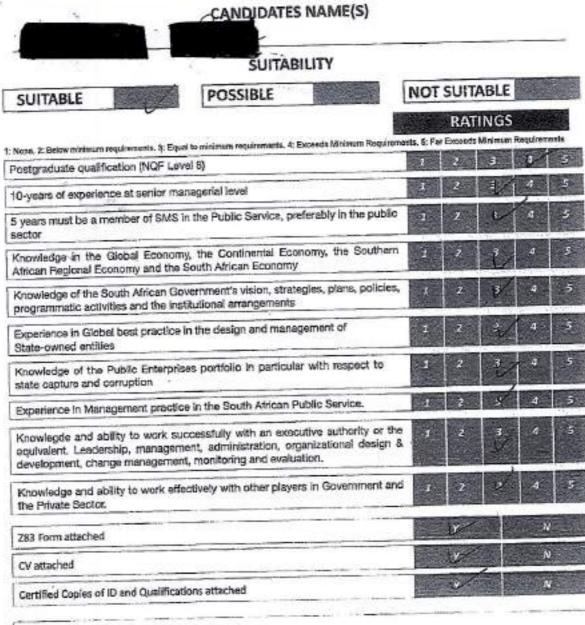
SOUTH AFRICAN POLICE SERVICE



# public enterprises

Department: Public Enterprises REPUBLIC OF SOUTH AFRICA

# DIRECTOR-GENERAL



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DPE1 | Basadzi Media & Personnel

From:

il.com> Friday, July 26, 2019 10:20 AM

Sent:

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To: Subject: DPE1 | 8t Personnel Application: Director General REF NO DPE/2019/010

Attachments:

20190725 CV.pdf; 20180910 Certified ID.pdf; 20190725 Certified academic

record.pdf; 20190725 Cover letter - signed.pdf; Z83 - signed.pdf

Hello

I would like to apply for the above mentioned position. In addition to the cover letter, please find attached the completed Z83 form, a copy of my CV and certified copies of my ID and qualifications.

4.

Yours

Avril Haistead

Johannesburg 25 July 2019

The Department of Public Enterprises Private Box X15 Pretoria 0028

Dear Sir.

## Application for the role of Director General (Ref No DPE/2019/010)

I am an economist with over 12 years of experience working at a senior management level at the National Treasury as well as the Department of Public Enterprises. At the Treasury, my primary focus was managing the fiscal risks arising from state-owned enterprises (SOEs), building up my knowledge of the SOEs and their status, operationally and financially. Similarly, since being seconded to the Department of Public Enterprises as the Acting Chief Specialist for Transport and Defence Enterprises, my responsibility has been to lead the team responsible for supporting the Minister is exercising the shareholder responsibilities for Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denel. The key focus has been on putting in place robust strategies to turnaround the entities so that they can support government's objective of growing and transforming the economy and creating jobs. In these roles I was required to communicate and maintain strong and effective relationships with Ministers, Senior Officials from other departments, Board members and Executives at SOEs as well as investors.

in continu

At the Department of Public Enterprises, I am currently leading the process for the development, of an overarching SOE Act, which is aimed at addressing many of the weaknesses in the architecture for managing SOEs that allowed for the capture of the SOEs and the deterioration in their operational performance and financial sustainability. Since New Zealand introduced the first SOE Act in 1996, more and more countries have been introducing such legislation. This has been accompanied by shift away from the traditional, decentralised model, where SOEs are overseen by the relevant policy ministry, toward a model where SOE oversight is centralised, an approach advocated by the Organisation for Economic Co-operation and Development (OECD). To support better management of SOEs, the OECD has issues guidelines covering aspects like SOE corporate governance, financing, privatisation and anti-corruption.

Since 2014, as a short term expert for the International Monetary Fund (IMF), I have advised a number of the governments in Africa, Middle East and Eastern Europe to align their institutional arrangements for governing SOEs with global best practice and improve the management of the companies so as to mitigate fiscal risk. In addition, at both the National Treasury and Department of Public Enterprises, I have been responsible for providing training to officials from other African countries in this area.

During 2017, I was seconded at Kreditanstalt für Wiederaufbau (KfW), the German development bank. KfW offers financing both in Germany and in developing countries. The projects, in which I was involved, related mainly to the financing of renewable energy projects and hedging of currency risks. This provided me with insight into the priorities and functioning of the European Union Commission as well as the development finance community. I also familiarize by myself with the bank's approach to risk management, which has application to the management of SOEs.

I have Masters degrees in Economics as well as business administration and organisational development. My undergraduate training was in mathematics and mathematical statistics. Whilst based in Washington during early 2018, I collaborated to publish a working paper "Indonesia's Public Wealth: A Balance Sheet Approach to Fiscal Policy Analysis", which examined the impact of SOE performance on the public sector balance sheet, an area that is garnering increased attention internationally. I have been an external examiner at the University of the Witwatersrand; assessing the research undertaken by students from the Masters in Business Administration and Masters of Management in Finance and Investment programs.

The Department of Public Enterprises has a critical role to play in stabilising and repositioning the SOEs so that they can be enablers of growth. Unfortunately, the Department was also one of the victims of state capture. It needs to be rebuilt and the staff reinvigorated. In my experience, the opportunity to be able to contribute to their country and have meaningful impact can be enormously motivating for young and capable people (of which there are many in the Department). If I am appointed to this role, I intend to use by extensive knowledge and experience of the South African SOEs, complemented by my international exposure to the best practices for managing these companies to lead and guide the Department to more effectively fulfill its role.

Yours



## Application for Employment

#### WHAT IS THE PURPOSE OF THIS FORM

To assist a government department in selecting a person for an advertised post.

This form may be used to identify candidates to be interviewed. Since all applicants cannot be interviewed, you need to fill in this form completely, accurately and legibly. This will help to process your application fairly.

#### WHO SHOULD COMPLETE THIS FORM.

Only persons wishing to apply for an advertised position in a government department.

Surname

#### ADDITIONAL INFORMATION

This form requires basic information. Candidates who are sulacted for interviews will be requested to furnish additional certified information that may be required to make a final selection.

#### SPECIAL NOTES

- 1 All information will be treated with the strictest confidentiality and will not be disclosed or used for any other purpose than to assess the suitability of a person, except in so far as it may be required and permitted by law. Your personal details must correspond with the details in your ID or passport.
- 2 Passport number in the case of non-South Africans.
- 3 This information is required to enable the department to comply with the Employment Equity Act,
- 4 This information will only be taken into account if it directly relates to the requirements of the position.
- 5 Applicants with substantial qualifications or work experience must attach a CV.

(as advertised)	advertised
Director General	Public Enterprises
Reference number (& stated in the advert) DPE/2019/010	at you are offered the position, when can you start OR how much notice must you serve with your current employer? 30 days / Immediate (subject to agreement with N7

First Names		·		
Date of Birth				
ID number 2				
Race <sup>3</sup>	African	White	Coloured	Indian
Gender 3			FEMALE	MALE
Do you have a	disability?	3	YES	MQ/
Are you a Sou	-	1015123000	₩	NO
If no, what is Nationality	your	N/A		
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Have you ever criminal offer form employ	nce or been	ricted of a dismissed	YES	₩.
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## C. HOW DO WE CONTACT YOU

Preferred language for corres	457 10	English	
Telephone number during off	ice hours		
Preferred method for correspondence	Post	Emphil	Fax
Correspondence contact details (in terms of above)	عب		

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Name of School / Technical College	you have attached a CV with these di Highest qualification obtained	Year Obtained
Tertiary education (comple	ete for each qualification you obtain	ed) Year
Name of Institution	Name of Qualification	Obtained
	Master of Science: Economic Policy	2011
University of London	Master of Arts: Organisational Consulting	2009
City University London / Tavistock Institute		2004
University of Cape Town	MBA	1997
University of Stellenbosh Current study (Institution and qualifica	B.Comm Hons: Mathematics	1007

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National Treasury	Chief Director: Sectoral Oversig			_	06	Resigned	
McKinsey & Company	Associate	09	05	12	-	Resigned	
Control of the Contro	Project Manager		03	12	03	L/DOIGH NO.	17.
	employed in the Public Ser at prevents your re-employ ne of the previous employing		indica	De Wil	pures -	YES	₩0

	griore if you have attached a CV wi	Tel. No. (office hours
Name	DG and DDG at National Tressury	0824976397
	DDG at National Treasury/DG at DPE	0832125111
	DDG at National Treasury	0864730101

DECLARATION  I declare that all the information pro- correct to the best of my knowledge	avided (including any attachments) is complete and I understand that any false information supplied isqualified or my discharge if I am appointed.
Signature: James	Date: 26 July 2019



## SUMMARY

- At the National Treasury and Department of Public Enterprises (DPE), led the oversight of South Africa's largest state owned enterprises (SOEs), including structuring funding, borrowing limits and guarantees and supporting in the raising of financing for investment in infrastructure in the energy, transport, water and telecommunications sectors and the monitoring of project implementation.
- For the International Monetary Fund (IMF) advised countries in Eastern Europe, Latin America, Middle East and Africa on the management of their SOEs.
- Worked with the World Economic Forum (WEF) on the Strategic Infrastructure Initiative to enable increased investment in infrastructure in Africa.
- Contributed to the development of policy and legislation in the key infrastructure sectors by South African government departments and the Presidential Infrastructure Coordinating Commission (PICC).
- Reviewed company strategies and turnaround plans, and monitored and reported on performance recommending remedial action to be taken.
- At McKinsey & Company developed regional and international expansion strategies for South African corporates.
- Business Women of the Year South Africa finalist (2015).
- Selected as by the World Economic Forum as a Young Global Leader (2011 - 2016).
- . . MSc (Economic Policy) and MBA, both with distinction.
- Awarded academic colours as one of the top 15 students and top Mathematics student at the University of Stellenbosch (1994-1997). Top Statistics student at University of Cape Town (2004).



Nationality: South African

#### Key skills

- Banking and capital markets
- Infrastructure investment
- Risk management
- Corporate strategy

### Career History

- Department of Public Enterprises: oversight of Transport and Defence enterprises
- International Monetary Fund: Technical Assistance Advisor
- Kreditanstalt für Wiederaufbau (KfW): project and credit risk
- National Treasury of South Africa: quersight of State owned enterprises
- Nelson Mandela Foundation: development of a funding strategy
- McKinsey & Company: strategy and management consulting
- Banking and finance, various positions

#### Education:

- MSc Economic Policy (University of London) – with distinction (2011)
- MA Advanced Organisational Consuming (City University Lendon) (2008)
- MBA (University of Cape Town) = Cum Laude (2004)
- B.Comm Honours Mathematics (University of Stellenbosch) – Cum

## WORK EXPERIENCE

Department of Public Enterprises: Acting Deputy Director General – Transport and Defence Enterprises (May 2018 – current) Seconded

- Led the oversight of Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denei, including:
  - Develop Strategic Intent Statements: setting out the key strategic priorities to be pursued by the SOEs, taking into account engagements with key stakeholders.
  - Negotiate Shareholder Compacts: documents the key performance indicators and targets to be achieved by the SOEs.
  - Review corporate plans and turnaround plans: assess the alignment of the strategic plans with government's priorities and ensuring the financial and operational sustainability of the SOEs.
  - Review quarterly and annual reports; evaluate the performance of the SOEs vis-e-vis the targets set out in the shareholder compacts and engage with the SOEs on remedial action.
  - Review significant transactions: assess requests to undertake significant transactions and make recommendations to the Minister.
  - Secured the funding required by the SOEs to meet their liquidity requirements, including negotiating loans, bonds and guarantees from banks, institutional investors and development finance institutions, applying for fiscal funding through the budget process, negotiating a fund to support SOEs and engaging with investors.
  - Leading the development of the overarching SOE Bill that will strengthen and standardise the framework governing the SOEs with the aim of mitigating the risk of state capture.
  - Leading strategic projects aimed at improving the performance of the SOEs, including assessing the impact of corporatising the National Ports Authority, introducing a strategic equity partners at SAA and Denel subsidiaries and consolidating the airlines.

International Monetary Fund: Technical Assistance Advisor (2014 - Present)

Consultant and Seconded

- Advised the authorities in Georgia, Ukraine, Serbia, Panama, Egypt, Iran, Namibia and Mauritius on global best practice approaches to fiscal risk management and the oversight, institutional arrangements and legal framework for managing of SOEs, infrastructure projects and public private partnerships (PPPs).
- Collaborated to produce a published working paper: "Indonesia's Public Wealth: A
  Balance Sheet Approach to Fiscal Policy Analysis".

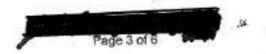


## Kreditanstalt für Wiederaufbau (Jan 2017 – Dec 2017) Seconded

- Secured donor funding from the European Union for a company that provides exchange rate hedges not readily available in the banking sector after preparing the application and participating in the engagements with European Union.
- Evaluated potential projects, mainly for renewable energy projects or local financing institutions in Africa, to determine whether KfW should provide a loan.
- Assessed the credit risk associated with loans provided by KfW to sovereigns and banks, including undertaking a due diligence on a bank in India.

# National Treasury: Chief Director - Sectoral Oversight (Mar 2007 - Dec 2016) Permanent.

- Led the oversight of South Africa's 40 largest state owned enterprises (SOEs), including electricity and water utilities, a petrochemical company, freight and passenger rail companies, air and sea port operators, airlines, national broadcaster, post office, etc.
  - Assessed major transactions including the construction of new power stations by the power utility (Eskorn) and REIPPs, the purchase of new locomotives and rolling stock by the rail companies (Transact and PRASA), the acquisition/leasing of new aircraft by the airline (SAA) and the construction of water transfer schemes by TCTA.
  - Supported fund raising activities of SOEs in domestic and international capital
    markets, from banks, through Export Credit Agencies and from local and
    international development finance institutions and multilaterals, inter alia the \$3.5
    billion loan from the World Bank and the \$1.5 billion foreign bond issuance by
    Eskom and the negotiation of loan facilities totaling around \$1 billion from local and
    international banks for various other SOEs.
  - Structured funding, borrowing limits and guarantees provided to SOEs, including structuring the \$5.5 billion in equity allocations to Eskom and the government guarantees to support Eskom, the renewable energy independent power producer (REIPP) programme, toil road developments, and water transfer schemes.
  - Reviewed company strategies and turnaround plans, and monitored and reported on performance recommending remedial action to be taken. Oversaw the successful turnaround of the national broadcaster (SABC) and defence equipment manufacturer (Denel)
  - Analysed and contributed to the development of policy and legislation, particularly in the energy, telecommunications, transport and water sectors.



- Worked with the World Economic Forum on the Strategic Infrastructure Initiative for Africa, the Presidential Infrastructure Coordinating Commission and Industry associations from the South African financial sector to enable increased investment in infrastructure.
- Drew on and shared best practice for overseeing SOEs among the other government departments and with other African countries.
- Represented government on the domestic and international road shows to investors and in meetings with rating agencies for the sovereign and major SOEs.
- Executed the unbundling and subsequent sale of government's listed shareholding in mobile telecommunications company, Vodacom.
- Worked with the South African Reserve Bank (SARB), the Registrar of Banks and major South African banks on the resolution of failed African Bank.
- Manager of a unit comprising approximately 20 staff members.

# Nelson Mandela Foundation: Funding Strategy Development (Dec 2006 - Feb 2007) Consultant

 Led the development of fund raising strategy for the Nelson Mandela Foundation, Nelson Mandela Children's Fund and Mandela Rhodes Foundation to build an endowment fund to sustain the organisations.

## University of the Witwatersrand: External Examiner (2014 - Present) Part-time

 Assessed and evaluated research dissertations of students from the Masters in Business Administration and Masters of Management in Finance and Investment, primarily involving the application of statistical techniques to investigate macro- or microeconomic problems.

## McKinsey & Company: Associate (Sept 2005 - Dec 2006) Permanent

- Recommended a strategy for a South African retailer wanting to expand into Africa.
- Contributed to developing a blue-print for restructuring a leading South African petrochemical company to enable international expansion.
- Designed and co-ordinated a capability building programme for a SOE including both operational and interpersonal skills training.
- Developed an approach to diagnosing issues and implementing interventions in large corporates to better manage a diverse and multi-cultural work force.
- Led the development of a funding strategy for an NGO focused on developing leaders in Africa.



## Kerzner International: Financial Model Development (Sept 2004 - 2005) Consultant

 Developed financial models for the local and international One & Only hotel developments.

# Old Mutual: Project Manager for development of an Investment Vehicle (Jan 2003 – Dec 2003) Permanent

 Co-ordinated a project to develop a financial vehicle to pool black policy holder capital for Investment in Black Economic Empowerment (BEE) equity transactions.

# Wipcapital: Corporate Financial Risk Management Advisor (Jan 2000 - Dec 2002) Permanent

- Structured hedges to manage risk primarily for life assurance companies, asset managers and pension funds.
- Developed a financial risk management framework for two major life companies.
- Drew up a design for an SOE Treasury to facilitate the offering of treasury services on an arms-length, commercial basis to subsidiaries.
- Contributed to the BEE Commission report through assessing the efficacy of the financial structures used for effecting BEE transactions, which led to the introduction of the Broad Based Black Economic Empowerment Act, codes of good practice and sector charters.

## Real Africa Durolink: Derivatives trader (Jan 1999 - Dec 1999) Permanent

- · Traded fixed income derivatives, primarily the repos and swaps.
- Developed proprietary software for pricing the full suite of fixed income derivative products.

#### Other projects

- Established and led a team in identifying ways in which an NGO supporting over 1,000
  orphans and vulnerable children could raise funding and improve their operations.
- Investigated the use of paraffin and paraffin stoves in townships in Cape Town on behalf
  of the Paraffin Safety Association of South Africa (PSASA) as the basis for developing
  interventions to avert fatalities arising from burning, or ingestion of paraffin.

## ADDITIONAL INFORMATION

- Member of the Board of the South African National Roads Agency (SANRAL), and chairperson of the ALCO Committee (2015 - present)
- Trustee of the National Empowerment Fund (NEF), chairperson of the Human Capital and Remuneration Committee and a member of the Risk Management Committee (2009) to 2015).
- Treasurer of the South African Mobility for the Blind Trust (SAMBT) (2012 to present).
- Member of the Credit Committee of the Export Credit Insurance Corporation (2008).
- IMF expert on technical assistance missions to Georgia and Mauritius (2014-2016)
- Represented South Africa internationally at Athletics and Cross-country (1996, 1999). South African 1,500m champion (1999).
- Captain and athlete's representative on the Board of the Stellenbosch Athletics Club (1996 and 1997).
- Fluent in English and Afrikaans. Basic German, Spanish and Chinese.

CONTACT DETAILS

Email:

Mobile:

References available on request

Johannesburg 25 July 2019

The Department of Public Enterprises Private Box X15 Pretoria 0028

Dear Sir,

## Application for the role of Director General (Ref No DPE/2019/010)

I am an economist with over 12 years of experience working at a senior management level at the National Treasury as well as the Department of Public Enterprises. At the Treasury, my primary focus was managing the fiscal risks arising from state-owned enterprises (SOEs), building up my knowledge of the SOEs and their status, operationally and financially. Similarly, since being seconded to the Department of Public Enterprises as the Acting Chief Specialist for Transport and Defence Enterprises, my responsibility has been to lead the team responsible for supporting the Minister is exercising the shareholder responsibilities for Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denel. The key focus has been on putting in place robust strategies to turnaround the entities so that they can support government's objective of growing and transforming the economy and creating jobs, in these roles I was required to communicate and maintain strong and effective relationships with Ministers, Senior Officials from other departments, Board members and Executives at SOEs as well as investors.

At the Department of Public Enterprises, I am currently leading the process for the development of an overarching SOE Act, which is aimed at addressing many of the weaknesses in the architecture for managing SOEs that allowed for the capture of the SOEs and the deterioration in their operational performance and financial sustainability. Since New Zealand introduced the first SOE Act in 1996, more and more countries have been introducing such legislation. This has been accompanied by shift away from the traditional, decentralised model, where SOEs are overseen by the relevant policy ministry, toward a model where SOE oversight is centralised, an approach advocated by the Organization for Economic Co-operation and Development (OECD). To support better management of SOEs, the OECD has issues guidelines covering aspects like SOE corporate governance, financing, privatisation and anti-corruption.

Since 2014, as a short term expert for the International Monetary Fund (IMF), I have advised a number of the governments in Africa, Middle East and Eastern Europe to align their institutional arrangements for governing SOEs with global best practice and improve the management of the companies as as to mitigate fiscal risk. In addition, at both the National Treasury and Department of Public Enterprises, I have been responsible for providing training to officials from other African countries in this area.

A AC.

During 2017, I was seconded at Kreditanstalt für Wiederaufbau (KfW), the German development bank, KfW offers financing both in Germany and in developing countries. The projects, in which I was involved, related mainly to the financing of renewable energy projects and hedging of currency risks. This provided me with insight into the priorities and functioning of the European Union Commission as well as the development finance community. I also familiarize by myself with the bank's approach to risk management, which has application to the management of SOEs.

I have Masters degrees in Economics as well as business administration and organisational development. My undergraduate training was in mathematics and mathematical statistics. Whitst based in Washington during early 2018, I collaborated to publish a working paper 'Indonesia's Public Wealth: A Balance Sheet Approach to Fiscal Policy Analysis', which examined the impact of SOE performance on the public sector balance sheet, an area that is garnering increased attention internationally. I have been an external examiner at the University of the Witwatersrand; assessing the research undertaken by students from the Masters in Business Administration and Masters of Management in Finance and Investment programs.

The Department of Public Enterprises has a critical role to play in stabilising and repositioning the SOEs so that they can be enablers of growth. Unfortunately, the Department was also one of the victims of state capture. It needs to be rebuilt and the staff reinvigorated. In my experience, the opportunity to be able to contribute to their country and have meaningful impact can be enormously motivating for young and capable people (of which there are many in the Department). If I am appointed to this role, I intend to use by extensive knowledge and experience of the South African SOEs, complemented by my international exposure to the best practices for managing these companies to lead and guide the Department to more effectively fulfill its role.

Yours



## UNIVERSITY OF LONDON



having registered with the University of London on a programme under the academic direction of The School of Oriental and African Studies and having passed the approved assessment has this day been admitted by the University of London to the Degree of

## MASTER OF SCIENCE

with Distinction in Finance (Economic Policy)

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SOUTH AFRICAN POLICE SERVICE

STATION COMMANDER

2015 -07- 2.5

SCM
PARKYIEW

SOUTH AFRICAN POLICE SERVICE

31 December 2011

# THE CITY UNIVERSITY

LONDON

THE TAVISTOCK INSTITUTE





# Master of Arts

We hereby certify that



was admitted on the 25th day of February 2009

by resolution of the Senate to the

Master of Arts in Advanced Organisational Consultation Academic Registrar Director

The Favintock Institute

SOUTH AFRICAN POLICE SERVICE 6000997 STATION COMMANDES 2019 -07- 25 SCM PAPY HEN SOUTH APPROAM POLICE SERVICE JNIVERSITEIT VAN STELLENBOSCH word verklaar dat aangesien ket aan al die vereistes soos neergelê in Statuut en Reëls van die Universiteit, die graad BACCALAUREUS IN DIE HANDELSWETENSKAPPE NAME IN DRIE (HonsBComm) cum laude (Wiskunde) met al die regie en voorregte daaraan verbonde by geleentheid van 'n kongregasie van die Universiteit in Desember 1997 aan haar verleen is.

REKTOR EN VISEKANSELTER

Danen



Anthuge BEGISTRATEUR

5 Desember 1997



## University of London DIPLOMA SUPPLEMENT

Transcript of Academic Records

4.3 Programme Details

Mode of Study:

Student Numbert Date of Registration:

Qualification:

SOUTH AFRICAN POLICE SERVICE STATION COMMANDER 2019 -07- 25 Distance Learning

MSc in Finance (Economic Policy)

January 2010

Unit Name	Unit Value YEAR	Mark 2010	Result
Bank Financial Management	2	67	J'ess
Public Financial Management: Revenue	1	70	Pass
Macroeconomic Policy and Financial Markets	1	65	Pass
Microcconomic Principles and Policy	1	63	Pass.
	YEAR	:2011	
Public Financial Management: Plenning and Performance	1	66	Pass.
The Interestional Monetary Fund and Economic Pelicy	1	70	Pass
Corporate Governance	. 1	69	Pass
Banking Regulation and Resolution of Banking Crises	3	65	Pass

Awarded: Master of Science in Finance (Economic Policy) with: Distinction.

Date: 31 December 2011

Official Seal:

Vice-Chancellor

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Name of Students

Date of Birth: 29/11/1976

Candidate Number

University: City University Lendon

Qualification: Master of Arts Degree

Teaching Institution: Tavistock institute

Awarding Institution: City University London

Awarding Institution: City University London 2019 -07- 25
Programme of Study: Advanced Organisational Consultation (AOC 7) 2007 -2008

Language of Instruction: English

STATION COMMANDER

SOUTH AFRIC

## Record of Learning and Achievement:

#### Units studied

-1-0-01-07-01		Mark	Credit
MODULE	Drossing Boundaries & Building Relationships	55	15
1	Disgnosing & Intervening in Small Systems & Subsystems	72	15
2	Diagnosing & intervening in Small Systems of Goodysterns	65	15
3	Diagnosing & Intervening in Large Systems	63	15
,4	Evaluating Organisational Change & Consultancy	52	15
5	Consulting to Multiple Projects & Inter-organisational Systems	59	15
8 7	Consulting to Messes & Impossible Tasks	58	15
7	Ending Consulting Relationships	77	15
8	Reviewing Consultancy Practice	61	60
9	MA Dissertation: Exploring Middle Management-led	. 0.1	
9979	Omanisational Development		

FINAL FINAL FINAL CREDITS MARK MARK 180 Pass

Progress Decision: PASS

Award: City University London Master of Arts Degree

Classification; PASS

Date of Award: May 2000

Date Transcript Issued: 12 October

Institutional Signature:

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SOUTH AFRICAN POLICE SERVICE

STATION COMMANDER

2019 -07- 25

UNIVERSITEIT VAN STELLENBOSCH UNIVERSITY OF STELLENINGS HAPRICAN POLICE SERVICE

ACADENIC RECORD

Pape: 2

Date: 11 Febr 2005

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Title: MISS

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Date of birth :

Type of Exemption: FULL EMEMPTION BY MATR. EXEMPTION BOARD

Year/Month Programme/Modules \*\*\*\*\*\*\*\*\* \*

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-- Marks --PM CR AM

1997 Febr BComm (Norse) (FULL TIME)

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page units distinct.

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1998 Febr Spoc Student in Commerce (B) B (SPECIAL)

Nov Actuarial science 701

DISCONTINUES:

Subjects for degree and diploma purposes will be recognized only if the admission requirements have been complied with.

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STUDENT RECORDS

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Navrois / Enquiries: 8 de Seer

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(021) 808 4574 Telat

Universiteitskantoor \* University Offices

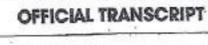
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TELEPHONE TELEGRAMS FAX

# TINNERSITY OF CAPE TOWN





STUDENT RECORDS OFFICE PRIVATE BAG 7700 RONDEBOSCE

9 JUNE 2005

\*\*\* - STATEMENT OF ACADEMIC RECORD

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Jun	Business management 414, . audi-1			75	PASS WITH DISTINCT.
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	Financial accounting 188		88	91	PASS WITH DISTINCT.
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	Actuarial science 278		77	75	PASS WITH DISTINCT+
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	Machematics 342			96	PASS WITH DISTINCT.
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The abovementioned student formally satisfied all the requirements for the SCoom -Degree Cum Laude as at 6 Dec 1996, and was swanded this degree on 6 Dec 1996.

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ERSITEIT STELLEMBOSC, UDENTEREKORDA Ultgoretk

208 4574 (021)

Verw./Ref.:

Universiteitskantoor \* University Offices Street Property Property

Novrae / Enquiries:

S de Beer

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# MINISTRY PUBLIC ENTERPRISES REPUBLIC OF SOUTH AFRICA

Private Bag X15, Hatfield, 0029 Suite 301 InfoTech Building 1090 Acadia Street Hatfield Tel: 012 431 1118/1150 Fax: 012 431 1039 Private Bag X9078, Cape Town, 0000 Fax: 021 465 2381

## **Table of Contents**

- Panel recommendation / overall interview sheet
- Advert for the Director-General's Post
- 3. Suitable candidates list and CVs
  - Mr. Ms Mr. Mr. Mr.
- 4. List of all applications



## **CURRICULUM VITAE**

## PERSONAL INFORMATION

Title:

Preferred Name:

Residential address:



2068

Postal address:

PO Box 1804

Witkoppen

Fourways

2058

Contact numbers:

E-mail:

ID Number:

Drivers License:



## SUMMARY OF QUALIFICATIONS

CA(SA)

MBA

BCom Honors (Accounting) (University of Natal)

BCom (Accounting) (Rhodes University)

## CURRENT BOARD POSITIONS

Bigen Africa (Pty) Limited - Non-executive board member, Chairperson of the Social and Ethics Committee, Member of the Audit Committee and Remuneration Committee.

## PREVIOUS BOARD POSITIONS

Tessara (Pty) Limited - Non-executive board member, Chairperson of the Social and Ethics.

Committee, Member of the Audit Committee.

## **EDUCATIONAL DETAILS**

#### SECONDARY EDUCATION:

Highest Standard:

Matric (1998)

Kokstad College, Kwazulu Natal

Subjects:

English Main Language HG - B

Afrikaans Tweede Taal HG - A

Xhosa Third Language HG - B

Mathematics 5G - A

Accounting HG - A

Biology HG - C

'Home Economics HG - B

School Activities & Achievements:

- 8

Head Girl

2<sup>ed</sup> team Hockey

Dux student

## TERTIARY EDUCATION:

Institution:

Rhodes University

Degree Obtained: Bachelor of Commerce (Accounting)

Period at University:

1999-2002

Date of Completion:

2002

1.

## Undergraduate Subjects taken:

1999 Academic Year:

Accounting 1

Economics 1

Commercial Law 1

Computer Science 101

Statistics 1D Maths 1D

Psychology 1

2000 Academic Year:

Accounting 2

Economics 2

Information Systems 2 Commercial Law 2

2001 Academic Year:

Accounting 3

Management Accounting 1

Auditing 1 Taxation 1

Professional Communication

### POSTGRADUATE STUDIES:

Institution:

University of Natal

Degree Obtained:

Bachelor of Commerce (Accounting)

Degree Obtained:

2003

Period at University:

2003

Date of Completion:

2003

## Postgraduate Subjects taken:

Accounting 4

Management Accounting 4

Auditing 4

Taxation 4

Part 1 and Part 2 of the FQE

## POSTGRADUATE STUDIES:

Institution:

Gordon Institute of Business Science (GIBS)

Degree Obtained:

Masters in Business Administration (MBA)

Degree Obtained:

2016

Period at University:

2015-2016

Date of Completion:

2016

Thesis topic:

CSR as a sustainable means of funding the higher

education gap in South Africa.

### INTERESTS

Travelling

Reading - I am a keen reader and a member of a book club I started

## COMPUTER LITERACY

Microsoft Excel- Advanced

Microsoft Word- Advanced

Microsoft PowerPoint - Advanced

## EMPLOYMENT HISTORY

NAME OF ORGANISATION: Lonnho Group

POSITION HELD:

Investments Manager

DATES OF SERVICE:

August 2016 to date

## 4. Main Responsibilities:

- Origination of potential transactions for the Group across key geographies in the continent
- Assessment of the potential investments, preparing investment committee papers and presenting these to the investment committee
- Preparing Investment papers for presentation to the Group board
- Performing and managing the due-diligence process
- Building financial models and performing valuations of existing investments
- Menaging of current investments on an on-going basis and monthly analysis of the investments
- Monitoring and development of junior team members
- Assisting in the formulation of strategies for investee companies

NAME OF ORGANISATION: Pan-African Private Equity

POSITION HELD:

Senior Associate

DATES OF SERVICE:

October 2012 to July 2016

## 5. Main Responsibilities:

- Assessment of the potential investments, preparing investment committee papers and presenting these to the investment committee
- Performing and managing the due-diligence process
- Building financial models
- Performing the quarterly valuations of the portfolio and presenting the finding to the Investment Committee
- Managing of current investments on an on-going basis and monthly analysis of the investments
- Attending Exco meetings and performing quarterly valuations of the portfolio
- Assisting the investee companies with their BEE strategies as well as their Human Resource strategies
- Representing the company on the Board of Directors as well as chairing Social and Ethics Committees
- Managing the back-office team

## 6. Courses Attended:

1oD's Directorship courses Mervyn King's King III Update Doing Business in Africa Business Ethics Deloitte's M&A in Africa course NAME OF ORGANISATION:

Absa Capital, Johannesburg

POSITION HELD:

Investments Manager

DATES OF SERVICE:

June 2010 to October 2012

#### 7. Main Responsibilities:

- Building financial models
- Performing the quarterly valuations of the portfolio and presenting the finding to the Investment Committee
- Managing of current investments on an on-going basis and monthly analysis
  of the investments
- Attending Exco meetings and performing quarterly valuations of the portfolio companies
- · Assessing the implications of the new Companies Act on existing investments
- Researching and assessing the possible impact of the proposed Carbon Emissions Tax on the investments portfolio
- Assisting in an exit process for one of the investments we held. This included
  assisting in drafting the Information Memorandum, evaluating the offers
  received, assisting in the legal process
- Involved in assessing one of the bank's divisions for performance and a
  potential disposal, building the financial model for the project and managing
  the project
- Involved in the analysis of a property portfolio with a view to providing an opinion on its value
- Identifying exit strategies for investments held and initiating meetings with potential acquirers
- · Presenting to Absa investment committees
- Reviewing credit reviews completed on debt instruments.
- Performing ad-hoc research projects
- Reviewing investments to SME's in order to determine their impairment profile
- Working with the Corporate Communications Team in drafting deal communications, holding statement and SENS announcements
- · Review of information for the purposes of a data-room compilation
- Project management: Managing different work streams and ensuring that deadlines are met and that all work streams deliver on the required outputs.

#### 8. Courses Attended:

Euromoney Financial Modelling Course Basel III introduction Companies Act training Competition Commission update NAME OF ORGANISATION: Medu Capital, Johannesburg

POSITION HELD:

Private Equity Associate

DATES OF SERVICE:

January 2008 to May 2010

#### 9. Main Responsibilities:

- · Performing due diligence procedures as part of a team on clients
- Analysis of possible investments and presenting, to the rest of the team,
   whether an investment should be made or not.
- Assisting in performing valuation procedures
- Managing of current investments on an on-going basis and monthly analysis
  of the investments
- Attending Exco meetings and assisting in finding solutions to problems encountered by the companies,
- Assisting investee companies with achievement of BEE scorecards
- Reports to investors on the investments' performance
- Managing relationships with investee companies
- Assisting in an exit process for one of the investments we held. This included
  assisting in drafting the Information Memorandum, evaluating the offers
  received, assisting in the legal process

#### 10. Courses Attended:

SAVCA Private Equity Foundation Programme

NAME OF ORGANISATION: Deloitte & Touche, Johannesburg

POSITION HELD:

Corporate Finance Consultant

DATES OF SERVICE:

May 2007 to December 2007

## 11. Main Responsibilities:

- · Performing due diligence procedures as part of a team on clients
- · Assisting in performing valuation procedures
- · Assisting in drafting of information memorandums
- · Performing fair and reasonableness opinions for clients

#### 12. Main Clients:

NHFC

Eskom

Servest

#### 13. Courses Attended:

Valuations Training

Advanced auditing

Managing audit teams

Sarbanes Oxdey training

NAME OF ORGANISATION: Deloitte 8, Touche, Scotland

POSITION HELD:

Trainee accountant

DATES OF SERVICE:

January 2007 to April 2007

## 14. Main Responsibilities:

- Performing audit work, managing small audit teams, and compiling audit reports.
- Performing Sarbanes Oxley Work

### 15. Main Clients:

Baker Oil Tools Ltd Viking Moorings (Pty) Ltd

NAME OF ORGANISATION: Deloitte & Touche, Durban

POSITION HELD:

Trainee accountant

DATES OF SERVICE:

2004 to 2006

### 16. Main Responsibilities:

- Performing audit work, managing small audit teams, and compiling audit reports.
- Performing Sarbanes Oxley Work

### 17. Main Clients:

- 1. Toyota South Africa Manufacturing
- 2. Edward Snell & Company (Pty) Ltd
- 3. Sappi Saiccor
- 4. Grindrod Management Services
- 5. Multichoice Africa

## **CURRICULUM VITAE**

## PERSONAL DETAILS

First Name

Other Name

Sumame

Date of Birth

ALC: NO.

Marital Status

: Married

Residential Address

------ L. P.--I. 0100

Postal Address

: P O Box 35211, Menlo Park, 0102

Telephone nos

Email Address

## **EDUCATIONAL DETAILS**

Matriculation

: Obtained exemption in 1973 through Lyceum

Correspondence College

Degree

: B com (Acc) in 1977 from Fort Hare University

Certificates(Post Grad): CTA 1982 from University of Port Elizabeth

Advanced Tax Certificate 1999 from UNISA

Management Dev

: Attended Senior Executive Programme

offered by Wits and Harvard Business School

during 1999 and 2000

Professional

: Passed final qualifying examinations set by

and PAAB [Predecessor to IRBA] and

registered as a member of SA Institute of Chartered Accountants in 1983

## Membership of Boards and Audit Committee

1 Oct 2017 to June 2018- Served as an independent member of S A
Institute of Chartered Accountants (SAICA)
Audit and Risk Committee. Had to resign
membership on account of appointment to
the board of the Independent Regulatory
Board of Auditors (IRBA) in May 2018 which
body regulates SAICA since such continued
membership could be seen as affecting my
independence on IRBA board with respect to
matters relating to SAICA

15 May 2018 to date – Member of the Independent Regulatory
Board of Auditors (IRBA) board of directors

## EMPLOYMENT HISTORY

1978 to 1982

: Served articles of clerkship with Deloittes in

Port Elizabeth

1983 to April 1984

: Worked as Management trainee with

\*\* Goodyear Tyre and Rubber Company in Port
Elizabeth and in the main worked in the
accounting /finance department

May 1984 to April 1985: Audit Manager at Hoek & Wiehahn (since merged with PriceWaterhouseCoopers)

May 1985 to March 1996: Worked at Transkei Dev Corporation and Ciskei Peoples Bank, the predecessors to the Eastern Cape Development Agency (ECDA). I initially started as manager Accounting Department and became, at different times, financial manager of each entity. The final position was being Financial Manager of ECDA

April 1996 todate

: Bank Supervision Department of the S A Reserve Bank

April 1996 to May 1999: During this period I held the position of Senior Manager and initially was involved with supervisory/risk banking research management issues and analysis understanding of banking sector trends and at end was managing analysts, as part of the relationship team responsible for continuous monitoring and supervision of 25 percent of South African banks.

June 1999 to Dec 2003: I held the position of Assistant General Manager- On Site Supervision, having been initially tasked with research and set up of the said function and thereafter heading the On-Site Supervision being responsible for the overall conduct of risk management reviews, which in the main focused on assessment of credit risk management processes, including asset quality, at banks. The team however also conducted reviews pertaining to corporate governance and AML know your client reviews.

2004 to March 2006

: My title was changed to Head Analysis Department and my responsibility was the heading include broadened to

relationship team responsible for the overall supervision [which in the main focused on the assessment and ongoing monitoring of the overall soundness of the frameworks, governance management structures and fitness and properness of persons appointed to boards of directors and executive officer positions, including risk functions] in respect of half of the banks while retaining the responsibility for the On-Site supervision [which was renamed Review Team]. In addition hereto I assumed Consolidated responsibility for the Supervision function which, at the time, still had to be operationalised in terms of ongoing interactions and discussions of group structures et cetera, with banks. During this period I represented the department on one of the Joint Forum sub committees.

2006 to August 2013 : I was appointed as Deputy Registrar of Banks, being one out of three people so appointed, on 1 April 2006. My primary responsibility in supervising banks (one half of SA registered banks from 2006 to 2008 and the other half from 2009 to 2013) involved ongoing assessments of the effectiveness of corporate governance structures in banks. This involved meetings with bank Audit Committee committees, Boards of directors, Internal and external auditors and heads of risk management function and compliance functions. During my tenure in this position I have at some stage, that is between January 2008 to October 2011, also, in addition to my assumed responsibilities, existina responsibility for the overall roll out and the Capital of implementation Management and Public disclosure facets of the Basel 2 capital framework[also referred to as the Basel capital framework pillars 2 and 3]. With regard to the Review Team Function, it was expanded by creation of two extra teams charged with the roll out and discharge of Anti Money Laundering/Combating the Financing of Terrorism reviews. I have, over this period as Deputy Registrar of Banks, had the opportunity to supervise almost all of the S A registered banks, including local branches of foreign banking institutions. I have thus, over bulk of my period of employment with the S A Reserve Bank, been responsible for the ongoing assessments of the adequacy and effectiveness of enterprise wide risk management frameworks of (part employed corporate governance) institutions and groups. bankina assessment also constitutes a core part of the assessments of the adequacy of the internal capital adequacy assessment processes (icaaps) undertaken at banking institutions

Dec 2013 to date

Following retirement from the S A Reserve Bank, and after a three month cooling off period, I entered into an employment contract, holding the position of Chief Risk Officer, with uBank Limited, a bank registered in terms of Banks Act no 94 of 1990 and providing financial services to the low end of the market. In this position I am accountable for development implementation of the overall enterprise wide risk management framework, the implementation of risk mitigating factors, developing policies, procedures systems required to create an effective risk culture throughout the organisation. This includes policy development and risk management assessment, oversight and reporting. I am also responsible for the Forensic investigations department, and the banks Credit department which includes, credit underwriting, loan management, collections operations and credit analytics function. I chair the bank's Enterprise Risk Committee and Credit Committee and report to the CEO. I attend and present reports to the Board Risk and Capital Management Committee, Board Audit Committee and the Board of Directors.



### Qualifications

B Comm (UFS 1977); B Compt Hons (UNISA 1981) CA (SA) (1987)

#### Training

Executive Programme in Strategy and Organisation (Stanford University Business School 2001); TCTA Leadership Development Programme (GIBS 2005) AltX Director Programme (JSE & WBS 2009) and various technical short courses

### Member of Professional Bodies:

Institute of Chartered Accountants (SAICA), Institute of Directors (IOD)

An experienced executive and non-executive director (20 years) serving in organisations that require strategic redirection and governance alignment in the public and private sector.

Vast governance experience, which include chairing of organisations in the public and private sector (6years public sector and 4 years private sector) and has served as chairperson of board committees (Audit and Risk and Human Resources) for 20 Has worked with different institutional legal vehicles (Specific legislation, Companies Act, Trusts).

Substantial understanding of and experience in good corporate governance practices, corporate strategy, shareholder management models, enterprise wide risk management, regulatory compliance, financial reporting and analysis, human resource strategies and performance management. Over 20 years experience in and sound knowledge of infrastructure development and funding on executive and nonexecutive level (TCTA, Johannesburg Water, ACSA,) repositioning, restructuring and turnaround of businesses (private and public sector - TCTA, Denet, NMI Group). Work in SADC countries includes Botswana, Lesotho, Mozambique, Namibia and Swaziland.

Work as Independent Consultant in governance, water, financial, funding and institutional arrangements and institutional transformation related areas. Work

- ASISA (Association for Savings and Investment South Africa) to promote investment in infrastructure 2016 - Current;
- New Development Bank (BRICS) in 2016 on RSA Public Procurement System;
- Presidential Infrastructure Co-ordinating Commission (PICC) (2012 2014) - a 20 months employment as Specialist on the PICC Technical Task Team that focus on the co-ordination, alignment and fast tracking of RSA's R 4 trillion National Infrastructure Plan (focus areas Strategic Integrated Projects Business plans, Skills Development, Innovative Building Technology, Localisation).
- In 2008 and 2009 project managed RSA bid to host the 2012 World Water Forum in RSA - an international event that takes place every 3 years.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008. 2018 Facilitated the water infrastructure break away session at the recent SA investment Conference.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008.

Martie was a recipient of the inaugural Woman in Water Award in 2002 and nominated for BWA Business Woman of the year in 2006.

#### Sectors:

- Executive level: Capital Markets, Project Finance, Infrastructure Development
- Non-Executive level: Financial services and Banking (Project /structured/ specialized /trade finance), Utility Management, Aviation (Airports), Water and Sanitation, Defense & Aerospace, FMCG& Agri- processing.

## CURRENT NON-EXECUTIVE APPOINTMENTS

Development Bank of Southern Africa: 1 Jan 2016 -31 Dec 2018 and 1 April 2019 to current:

Non Executive Director on Board, Member of Audit and Risk Committee, Member of Board Credit and Investment Committee and Board Infrastructure and Knowledge Management Committee

DBSA is a regional development funding institution playing an instrumental role in unlocking development by funding economic and socio economic infrastructure, providing project preparation and assessment services and managing third party development funds.

Etion Ltd – appointed Nov 2018 – current  You Executive Director on Board and Chairman of the Audit and Risk committee, Member of Human Resources Committee and Nominations Committee	A diversified digital technology company listed on Alt X.
independent Regulatory Board for Auditors (IRBA) – appointed 10 May 2017- current:  Non Executive Director and Deputy Chairman on Board, Chairman of the Disciplinary Advisory Committee and member of the Audit and Risk Committee	IRBA is the regulator of Registered Auditors in South Africa
Sephaku Holdings Ltd – appointed at AGM 22 September 2016 – current: Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Remuneration and Nomination Committee.	
Ashburton Investments: Oct 2016 – current: Non Executive Member, of Investments Credit Committee and Investments Credit Governance Committee	
First Rand Bank Ltd: 2011 – current: Non Executive Member of Wholesale Credit Committee International, Specialised/ structured and Project Finance	The credit committee review and approve facilities for the bank's products/brands above delegated mandates and have oversight over delegated credit committee approvals.
Previous Non-	Executive Positions
Denel Soc: 2010- 2015 Chair Audit and Risk Committee from Aug 2010 to 15 Aug 2014; Interim Chairman of Board - 15 Aug 2014 to 23 July 2015	Denel is a SOE in the defense and aerospace industry and have been on a turn round path since 2010. The performance for the last 4 years Indicated a continual improvement and as such liquidity and solvency risks and was managed with a concerted effort to grow the top line whilst eliminating unnecessary costs. Denel posted in 2014 its 4 th consecutive year of profits and increased the order book for the next 10 years to R31bn. The turn around continues. Through this period consistent performance and transparency ensured unwavered shareholder support.
Johannesburg Water (Pty) Limited: 2009 – 2012: Chairman, Member of Remuneration Committee; 2001 – 2006: Chair Audit & Risk Committee (2001 to 2005) Member of Remuneration Committee (2006), Acting Chairman in 2008 1999 - 2000 Advisory Board Member to create entity as part of Egoli 2001 programme	various interventions was undertaken, including but not limited to integration of 13 departments of 7 municipalities into a single entity, organisational development, infrastructure development, tariff and addressing operational and service delivery performance. During the 1 <sup>st</sup> 5 years a private sector management contract was entered into — a unique feature was the reducing expansional increasing local skills structure that speaks to local efficiency.
Headstream Water Holdings (Pty) Ltd: 2009 - 2016 Shareholder and Chairman	A startup company with the exclusive rights in Sui Saharan Africa to sell Hybacs wastewater treatmen technology, which was developed in Korea and commercialized by Blue Water Bio in the UK. Headstream Holdings acquired SAME (42%) in 2016. Projects rolle out mainly in local government and water board sector.

# NMI Group of Companies and Trust(FMCG sector)

2009 - 2013 (Director and Trustee)

Chair Group Agri Business EXCO, Chair Group Audit & Risk Committee (2009 - 2012)

Chair Group Marketing Committee,

Chair Namibia (2009 - 2013) and Botswana (2009 -

2010) subsidiaries

NMI is a group of private companies operating in Agriprocessing business and FMCG industry (milling, production, distribution and selling of staple food and animal food and startup production of broilers) in 5 SADC countries. The annual turnover is R 3,5 billion with a staff compliment of 3 000. The Namible operations contributes R 1,5 billion to the group's turnover and employs 1 400 people. Two green fields projects were embarked upon during my term, a new feeds plant dedicated to manufacturing of mongastric animal feed establishment of a broiler industry (farming, abattoir and distribution network). The work involved also various engagements with political stakeholders (President level) and Trade and Industry officials.

### Airports Company of SA Soc (ACSA)

2010 - 2012: Director, Chaired Audit & Risk Committee, Chaired Treasury & Regulatory Committee, Member of Social and Ethics Committee;

2006 -2009: Specialist member of Audit and Risk Committee and Treasury & Regulatory Committee ACSA have embarked on an extensive capital upgrade phase since 2006 and with that the challenges for the roll out of such an ambitious programme (incl. funding, risk management, regulatory framework ad approvals). During the period ACSA also successfully tendered (with a Brazilian partner) for the concession to management one of Sao Paulo major international airports.

### Bond Exchange of South Africa (BESA)

2000 - 2003: Executive Committee Member 2003 - 2007: Governing Committee Member

2007- 2009: Director

Member of Audit and Risk Committee, Market Regulation Committee, Strategy Committee, Remuneration Committee

BESA was in 2000 still a mutual association of bond market participants (issuers, traders). After extensive consultation its was transformed and corporatised in 2003 and demutualized in December 2007. The JSE offer, for all the shares, were taken up by the shareholders and ownership transferred to the JSE with effect in June 2009. and from that date the independent non executive board ceased to exist.

#### AH Vest Limited (previously All Joy Foods): 2008 - 2009: Non Executive Director and Chairman of Audit Committee

Manufacturer and distributor of food products. Joined the Board when African Harvest Investments bought the majority shareholding. Company is Alt-X listed.

#### PREVIOUS EXECUTIVE POSITIONS

# Trans Caledon Tunnel Authority (TCTA)1994 - 2008

CEO 1998 to 2008 CFO 1994 to 1998

Financial dimensions (2008): Revenue R 2, 500 billion; Assets R 23 billion; Debt book of R 25 billion

Repositioned TCTA after completion of the engineering works on Phase 1A (Katse Dam) as RSA'Government Bulk Raw Water Supply Developer and Liability Manager. This included extensive consultation and agreement with local and international government structures and political leadership. RSA Cabinet approved TCTA's revised Notice of Establishment in 2000. This was preceded by changes in the Intergovernmental Protocols with Lesotho.

Managed the development and implementation of mega water supply related infrastructure. Develop the project pipeline for projects after Lesotho Highlands Water Project (phase 1), Berg Water Project, Vaal Pipe line Project, Mooi Umgeni (Spring Grove Dam) Project, Olifants River Augmentation Project (MCWAP). Actively raised funding in the local and offshore capital markets, development funding agencies and export credit facilities. instrumental in the development of the local bond market, auction based funding mechanisms and inflation linked bonds. Annual funding needs varied from R 4 billion to R 5 billion. Structured institutional and financing arrangements to achieve co-operative governance and lowest possible funding rates. Developed sustainable long term water tariff models

and Activety managed stakeholder relationships in political public and private sector. Actively participated in the processes to restructure the water and sanitation sector.

Worked as a consultant for Deloitte (1992-1994): Mainly in business re-engineering.

Lectured at postgraduate level at UNISA – B Compt Hons in Advanced Taxation and Applied Auditing (1988-1991)

Deloitte - Audit Senior (1985 -1987)

Worked in Commerce - Corobrik Bloemfontein (1980 - 1982), Senekal Co-op (1982 -1984) Completion of articles (1980) at Viljoen Louw Bartel - now part of KPMG

#### Executive Summary

Investments, transaction and entrepreneurial experience, over 16 years' experience

- Gained at KPMG corporate finance, sar manager (1997-1999), Anglo American corporate finance, analyst (1999-2001), Brait Private equity, deal executive (2002-2005).
- Co-founded and exited a BEE investment holding company that undertook investments in the financial services and information technology sectors (2005-2007). Former shareholder and Executive Director.
- Shareholder and inaugural director of African Women Chartered Accountants Investments Holdings, an ESG company that has around 55 African women shareholders and distributes a portion of profits to an association that develops African women chartered accountants (2008 to date).
  - Fund raising for SPAC and Private Equity fund (2017 to 2020)

Extensive board experience

- Former boards in South Africa include: Land Bank, Land Bank Insurance Company (Chairperson of Investment & Actuarial Committee), Senwes (one of largest agri businesses), Cell C (Chairperson of Audit Committee), Adcorp
- Present boards:
  - EOH, ISE listed and largest African technology company. In addition, former EOH interim Chairperson (March to June 2019). Chairperson of Risk & Governance committee.
  - Chairperson of Sybrin (EOH subsidiary, the largest fintech company serving blue chip financial services clients across Africa)
  - ETG Input Holdings, Dubai headquartered and largest African fertilizer distributor with operations in 46 countries including 29 African countries. Chairperson of Audit committee.

Africa experience

- Between 2014 and 2016 former Head of Business Engagement Africa, World Economic Forum based in Switzerland.
  - Oversight for some 66 leading African companies that are members of the Forum.
     Relationships with founders, CEO and other executives.
  - Determining strategy for the Forum regarding its African members and ensuring engagement of corporate members in the initiatives of the Forum.
  - Business development. Grew African membership base by 26% from 52 to 66. Increased geographic penetration, with Nigerian membership increasing by 20%, East African membership increasing 75% and South African membership increasing by 16%.
  - Access to unique and strategic global and regional insights from the Forum events.
- Travelled to 22 African countries

Technology and Innovation exposure

- Digital Economy working group member of BRICS (Brazil, Russia, India, China and South Africa)
   Business Council
- 2nd ranked simulation investor for UK Trade Commission Prosperity games to select leading startups, 6 Aug 2019, Cape Town. Keynote address on Technology for Good.
- Speaker and judge for Black Management Forum innovation and invention prototype program for tech start-ups (2018 and 2019)
- Published several technology investing articles
- Visit to VC's and technology start-ups in Tel Aviv (2019) and San Francisco (2016, 2018, 2019)

Other

- International work and study experience living on three continents (Africa, US and Europe), travelled to 70 countries.
- Chartered Accountant (South Africa), Masters in Public Administration (Harvard, JFK School of Government, US)
- Honoured by the World Economic Forum as a Young Global Leader in 2013
- Author of new book on identity, building trust across diverse communities, inclusion: My Blood
  Divides and Unites, with a section on technology impact investing. International media coverage.

#### Education

HARVARD UNIVERSITY, John F. Kennedy School of Government Mid-Career Masters in Public Administration, (June 2014:- May 2012) Cambridge, US

Johannesburg

Jan 1995 to Dec 1995

Jan 1991 to Dec 1994

Fellow, Edward S Mason Program (Felfows are from developing countries and are exposed to the ideas and strategies of leading practitioners in economic, political, and social development).

Fellow, Harvard South African Scholarship Program (awarded scholarship for studies)

- Coursework: Negotiation; Persuasion: The Science and Art of Effective Influence; Politics and Ethics of Statecraft; Why are so many countries Poor, Volatile and Unequal?; Political Economy After the Crises; Global Food Politics and Policy; Management, Finance and Regulation of Public Infrastructure; Venture Capital and Private Equity
- Co-founded a Food and Agriculture interest group with Professor Calestons Juma
- Moderator for Panel "Realizing the Promise and Potential of African Agriculture" at Harvard Africa Development Conference

Sep 2012 - May 2013: flarther courses taken not-for-credit: Leadership, Public Narrative, Leadership in Foreign Policy, Sparking Social Change, The Making of a Politician, Innovation Systems and Global Development, Food and Agri-Business, Organising, 2025 Visions & Information Policy

Successfully lead advocacy for a new course at Harvard: Entrepreneurship in Africa

# UNIVERSITY OF THE WITWATERSRAND

Awarded scholarship by Anglo American ple

Bachelor of Accountancy

Placed 12th for Auditing IV out of class of 191

Bachelor of Commerce

Awarded Certificate of Merit for Marketing

Selected to futor Financial Accounting and Statistics

Passed with distinction: Financial Accounting III, Accounting Information Systems III, Principles of Marketing II, Quantitative Techniques II, Quantitative Techniques I, Cost Accounting II, Business Economics I, Commercial Law I, Economics I

A Second	
CHRIS J BOTHA SENIOR SECONDARY	West Rand, Johannesburg
For final year of high school placed second in the former Transvaal out of some 4000 House of Representative candidates	1990
SOUTH AFRICAN INSTITUTE OF CHARTERED ACCOUNTANTS ('SAICA') Completed three year articles at KPMG Passed Public Accountants and Auditors' national board examination	Dec 1998 Mar 1997
Young High Potential Managers Program, INSEAD Foundation Program for Practitioners in Venture Capital and Private Equity, South African Venture Capital and Private Equity Association and WBS	3-8 Dec 2000 7-9 May 2003 22-27 July 2007
Building National Competitiveness, Harvard Business School & GIBS Leadership and Resilience, Stanford, US	24-28 Jul 2016
Leadership, Policy Innovation, Geo-Politics in Asia Pacific, Lee Kuan Yew School of Public Policy, National University of Singapore Global Leadership in the 21st Century, Harvard, US	20-23 Nov 2017 27 Feb-9Mar 2018

#### MEMBERSHIP

African Woman Chartered Accountants South African Institute of Chartered Accountants BOARDS 2007-to date

Private companies

- Inaugural member of board of directors and shareholder of the African Women Chartered Accountants Investment Holdings ("AIH"), Jan 2008 to date.
- Atos Origin (South Africa). Atos Origin is a global French domiciled information technology company. AIH is a shareholder of Atos Origin (South Africa), Sep 2010 to 27 June 2011
- Non-executive board member of Senwes, one of the largest South African agri-businesses, 14 Mar 2008 - 17 June 2011
  - Audit committee: 14 March 2008 to 17 June 2011
  - Risk committee: 21 August 2008 to 17 June 2011
- Member of the investment committee of Identity Development Fund, Mar 2008 18 June 2011, IDF is an impact investment fund that invests in Black women, youth-owned businesses and in small businesses in rural areas.
- Non-executive board member of Cell C, 31 October 2013 to 15 August 2017
  - Chairperson of audit & risk committee: December 2013 to 15 August 2017
- Non.-executive board member of Adcorp (listed on ISE), 1 January 2017 to 20 July 2018
  - Member of sudit & risk committee, 1 January 2017
  - Member of the investment committee, 11 July 2017
- Non-executive board member of ETG Input Holdings, 2 November 2017 to date
  - Chairperson of audit committee, 2 November 2017
- Non.-executive board member of EOH (listed on JSE), 1 July 2018 to date
  - Interim board Chairperson, 22 March 2019 to 2 June 2019
  - Chairperson of Risk and Governance committee, 1 July 2018
  - Member of the audit committee, 1 July 2018
- Non-executive Chairperson of Sybrin (EOH subsidiary, fintech company), 21 Nevember 2019
- State Owned entities Non-executive board member of Land Bank, 5 Mar 2008 – 30 June 2011
  - Board Operations Committee: 1 April 2008 18 Jul 2008, this sub-committee was established as an interim measure when board members became more operationally involved in the affairs of the bank following a high level of vacancies at a senior management level
  - Audit committee: 17 Mar 2008 30 June 2011
  - Risk committee: 17 Mar 2008 30 June 2011
  - Non-executive board member of Land Bank Insurance Company (a subsidiary of Lank Bank and an agriculture insurance company, 7 July 2008-30 June 2011
    - Chairperson of the LBIC Investment and Actuarial Committee with investments under management of R900m. :by 16 Nov 2009 - 30 June 2011
    - Audit and risk committee: 28 Nov 2008 30 June 2011
  - Non-executive board member of Intersite Asset Investments SOC, a subsidiary of PRASA that is responsible for property and asset development of the national railway group, 25 Jan 2010 -18 June 2011, re-appointed 1 Jun 2013 to 28 Feb 2014.
    - Audit and Risk committee: 12 Mar 2010-18 June 2011, re-appointed 1 July 2013
    - Finance, Capital, Investment and Procurement committee: 19 May 2010 18 June
  - Chairperson of the Audit Committee of the Department of Environmental affairs. Department has an annual budget of some R2 840m, Oct 2010 - 31 May 2011
    - Member of the Audit Committee of the Marine Living Resources Fund (Department of Agriculture, Forestry and Fisheries) 6 December 2006 to 27 May 2011
    - Member of the Audit Committee of Johannesburg Development Agency (City of Johannesburg), January 2007 to 22 July 2011

NGO

- Inaugural Chairperson of the South African Institute of Tax Practitioners, Nov 2007 Feb 2010. Membership grew to 1000 under my Chairpersonship.
- Young Global Leader (World Economic Forum) Advisory Group, January 2014 to date
- Board member of Harvard Alumni Association South Africa, 24 January 2018 to date
- BRICS Business Council SA chapter member of digital economy working group, Oct 2019 3 to date.

2008 to date

# AWCA Investment Holdings (women's ESG investment holding company) Founding board member

- Deal origination
- Oversight for deal implementation
- Fund raising

1 Jan 2014 to 31 Dec 2016

## WORLD ECONOMIC FORUM

Geneva, Switzerland

### Head of Africa Business

- Oversight for some 66 leading African companies that are members of the Forum and ensuring engagement in the initiatives of the Forum as tailored to the corporate's interest
- Determining strategy for the Forum regarding its African members
- Business development. Grew African membership base by 26% from 52 to 66. Increased geographic penetration, with Nigerian membership increasing by 20%, East African membership increasing 75% and South African membership increasing by 16%.
- Access to unique and strategic global and regional insights from the Forum event

2007 to May 2013

### FOUNDER: HARVESTFIELD

#### Director

- Advised a US technology firm on its expansion plans to South Africa.
- Co-advised an investment company in its exit from one of the top two South African private equity
- Designed an investment methodology for an incentive program of R4.8bn over 6 years of the Department of Trade and Industry ("DTI").
- Through AVP, advised Africa Development Bank on setting up an agriculture fund-of-fund and technical assistance facility
- Part of the Presidential South African delegation to China, 24-26 August 2010; in addition, participant in the agricultural programs in Shanghai hosted by the SA DTI

2005-2007

# CO-FOUNDER: URANUS INVESTMENT HOLDINGS Director and Shareholder (with 3 other shareholders)

Johannesburg, South

- Involved in all aspects of business including fund raising, deal origination, negotiation and implementation.
- Investments made during tenure: ICAP (local operation of a leading global UK based inter-dealer broker ) and Knowledge Integration Dynamics, an information technology company.

2002-2005

### BRAIT

Johannesburg, South Africa

Deal Executive (Brait is one of the two largest private equity firms in South Africa)

- Involved in various aspects of private equity including deal evaluation, management of portfolio companies and investment disposals.
- Experience gained across a spectrum of industries including manufacturing, technology, retail, resources, tourism, healthcare, financial services, automotive, media, agriculture and forestry
- Managed Brait's investment in a technology company and a health retail company.

1999-2001

# ANGLO AMERICAN PLC

Johannesburg, South Africa

Corporate Finance Analyst

 Analysed, structured and executed corporate finance transactions in the property, media & telecommunications, agriculture, industrial and resource sectors.

1996-1999

KPMG

Johannesburg, South Africa

Corporate Finance Manager

- Managed teams performing due diligence studies on target companies in the financial services, retail, mining and manufacturing sectors on behalf of potential acquirers.
- Valued target companies in light of findings of due diligence studies and compiled accountants\* reports in accordance with Stock Exchange regulations.

Senior Accountant, Auditing

 Key tasks included work planning, managing execution, communicating results and recommendations to the client company and following up on the implementation of

Publications

Article on Nelson Mandela, Genius of Restraint, 2012 Harvard Africa Policy Journal Book on race, identity and reconciliation, My Blood Divides and Unites, 18 Dec 2018, Porcupine Press (www.myblooddividesandunites.com)

#### Additional Information

- Attained from Trinity College London: Grade 7 certificate Individual Acting skills (2005), Grade 8 certificate Speech and Drama (2007), Associate Diploma in Performing - ATCL Performing Speech and Drama (2010)
- Created the Farmer Joe and Friends brand (2009) aimed at educating children about farming and the environment. Authored and published two children's books in the Farmer Joe and Friends series and exhibitor at the 2010 London Book Fair
- Language learning and cultural program with Ecole France Langue, Paris, France April 1999







Head of the School of Accountancy, Wits University.

Nirupa completed the qualifying Board examination in 1996 and is a qualified CA (SA).

#### EXPERIENCE

After completing her articles at PwC she joined Wits to commence a successful academic career. Over her twelve years at Wits, she has made her mark at the School through her teaching of prospective CA's and her later instrumental influence on Post-Graduate studies in the School after completing her Masters of Commerce. Padia has represented the school on various university platforms as well as in the profession. In 2013, Minister of Finance PravinGordhan appointed Padia to the Tax Review Committee chaired by Judge Dennis Davis, which is now known as the Davis Tax Committee (DTC).

### EDUCATION

- CA (SA)
- B. Com (1985) Wits University
- B. Acc (1995)
- · M. Comm

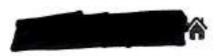
### OTHER APPOINTMENTS

Padiaremains a member of the Davis Tax Committee and is an academic representative on the Auditing Guidance committee of SAICA as well as on the board of the PwC Business School.









# Personal Details

Date of Birth:

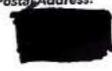


Residential Address:





Postal Address:



Gender:



Nationality: South African



# Non-Executive Director

# My Profile

I matriculated in 1974, obtained my two university degrees from Unisa and qualified as a chartered accountant. I had an extensive client (industry) portfolio at Coopers & Lybrand.

I do have a comprehensive knowledge of the financial services industry in South Africa.

I retired in 2015 and my restraint of trade with MMI Holdings terminated in December 2016.

Prior to my retirement, I served as the Group Finance Director of MMI Holdings (Metropolitan) for 16 years. I am currently a non-executive director of Santam Limited.

# Experience

Various 1975 - 1980

My parents could not afford to send me to university fulltime and I obtained my tertiary education by way of correspondence at Unisa. It was also extremely difficult for a person of colour to secure a position that will allow one to serve your articles of clerkship, especially in the Eastern Cape. Not having a formal tertiary qualification at the time was a further impediment in this regard.

Whilst studying at Unisa, I taught at Gelvandale Senior Secondary School for 30 months as an unqualified teacher. I then joined an accounting practice in Port Elizabeth. Cohen Morris (now Mazars) was a large bookkeeping practice (at the time) and auditing experience was non-existent. I worked at Cohen Morris for about 30 months until I was offered articles of clerkship by Coopers & Lybrand (the now PricewaterhouseCoopers).

I was the first person of colour to qualify as a chartered accountant in the Eastern Cape.



### Education

### Secondary Education

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Matric with University Entrance Gelvandale Senior Secondary 1970 - 1974

# Bachetor of Accounting Science (B.Compt)

Univ. of South Africa 1980

# Honours Bachelor of Accounting Science

Hons.BCompt

Univ. of South Africa ... 1982

## Monarch Business School (Swiss)

Registered for Doctor of Business Administration (Corp Governance) (Curtently registered)

# Professional Qualifications

Chartered Accountant (SA)

South African Institute of Chartered Accountants (SAIGA)

# Computer Experience

Specialised in IT Audit (Mainframe, mini)

Expert Level - Apple OS

Expert Level - MS Windows

# **Experience continued**

### Coopers & Lybrand 1980 - 1990

I joined Coopers & Lybrand as an articled clerk and progressed through the ranks until I became an **Audit Partner**. I was based in Port Elizabeth until February 1988 and thereafter as a partner in the Cape Town office. I was fortunate enough to be selected to specialise in Computer Auditing, for which I was seconded to the London office.

I had quite a diverse client portfolio as senior audit manager, audit partner and computer specialist. Some of my clients - Trustbou, Cape of Goodhope Bank, Guardian National, Hella, Group Five, Savage & Lovemore Civils, Unilever, Ford, East Cape Co-op, EP Building Society, Cadbury and Pepkor.

I exited the practice with the merger of Coopers & Lybrand and Theron du Toit. I am still of the opinion that it was the best merger at the time. The exit was purely for me to gain some commercial experience outside of an accounting practice.

### Pepkor Group 1990 - 1993

I joined Pepkor, a client of mine at Coopers, as the *Head of Special Projects* for the Group. I was tasked with the acquisition of businesses in the United Kingdom for Pep Stores. I also assisted with the establishment of 'Your More Stores' (Pep in the UK) during 1991. I was based in London, but often commuted between SA and the UK.

On my return to Pepkor South Africa, I was appointed as the Finance Director of the Export Division, a position that I held until I left the Group. As FD of the Export Division, I was responsible for all financial matters, financial statement production, systems, debtors and collections, budget compilation and control, overall financial management. I reported to the Managing Director and had a dotted line responsibility (in terms of reporting) to the Group Finance Director.

I left Pep as I did not see a future in Retail and was always keen to be involved with Financial Services.



# **Experience continued**

### Old Mutual South Africa 1993 - 1994

I joined Old Mutual as the **Head of Internal Audit** for the Employee Benefits Division. We were a relatively small team (30 staff members) responsible for the audit of the division. I was responsible was 'running' the Internal Audit department, strategy development and implementation.

Soon after joining OM Employee Benefits I was requested to take over and manage the entire Internal Audit function of the Group. I accepted and was promoted - **Group Internal Audit Executive**.

I had to amalgamate the various Internal Audit functions, strategy development and implementation, etc.

### Seagram South Africa 1994 - 1998

Post 1994 foreign companies returned to our shores. Seagram was no exception to the norm at the time having marketed their products by way of agency arrangements during the sanction years. Seagram was an alcohol beverage company and had many big brands in its stable.

They returned to SA during 1994 and I was headhunted to join them as local *Finance Director*. I reported to the local CEO and Regional Finance Director for Europe and Africa.

I had overall responsibility for the full financial function (stock control, debtors and collections, financial reporting, budgets, funding, etc.) and strategy implementation.

OM approached me to re-join them to work on the demutualisation project.

Seagram has since sold all its brands and has ceased all operations.

# Hobbies and Interests













# **Experience continued**

### Old Mutual South Africa 1998 - 1999

Old Mutual approached me and offered me the opportunity to work on the largest and most complex demutualisation in South Africa. Complex from a perspective that Old Mutual controlled both Mutual and Federal and NedBank and neither of these groups had been consolidated into Old Mutual's results previously.

I was appointed as the Accounting Project Manager for the Demutualisation and Listing Project. My team had to convert the SA GAAP financial statements to UK GAAP, also consolidating the subsidiaries referred to above. The project was completed with 15 months and the Group Finance Director requested me to join him in London to establish the Finance Function at the Corporate Head Office, which I turned down, as I did not see a future for myself in the United Kingdom.

Roundabout the same time Metropolitan was looking for a Finance Director and my CV ended up on the CEO's desk.

### Metropolitan Holdings Limited MMI Holdings Limited 1999 - 2015

I joined Metropolitan Holdings as the **Group Finance Director**.

I was the first finance director to be appointed by the Group. I had responsibility for the overall finance function, Company Secretarial matters, Investor Relations, Internal Audit, Group Risk, Procurement, amongst others.

I was a member of the Merger Committee that oversaw the successful implementation of the merger. MMI was established as a result of the merger of Metropolitan and Momentum. Even though I indicated that I would not apply for FD of the merged entity given that I was in the twilight of my career, I was still requested to accept the appointment of Group Finance Director of the merged entity.



# **Experience** continued

Metropolitan Holdings Limited MMI Holdings Limited (CONTINUED) 1999 - 2015

I have served on most of the subsidiary company boards, audit committees, risk committees and governance forums. I was a member of the Group Executive Committee that was tasked with the day-to-day activities of running the Group.

I have served on various main Board committees over the past 16 years and at the retirement date, I was still a member of the Risk Committee and a main board member.

Post retirement, I served on the Audit Committee of Guard Risk and was a member of all the Combined Assurance Forums of the Group. In December 2015 I requested that I be relieved of these duties.

Major achievement during the past 16 years:

- Pioneering a dedicated Investor Relations function and being copied by the rest of the financial services players
- Numerous reporting prizes won
- Bedding down a rather complex merger and achieving the envisaged savings
- One of the more sustainable empowerment deals
- Leaving behind a competent team as a result of a successful succession plan

### Consulting 2016

MMI and myself, given my corporate knowledge of the group, entered into a restraint of trade agreement. The agreement was for a period of eighteen months and terminated on 31 December 2016.

I did various consulting assignments with MMI permission during the restraint period.



### **Experience continued**

#### Santam Limited

#### 2017 - Current

Independent non-executive director and a member of the Risk the Audit Committee. I am the chairman of the Audit Committee.

#### BrightRock Insurance Group (Sanlam Subsidiary Company)

### 2017 - Current

Independent non-executive director and chairman of the Audit, Risk and Investment Committees

# Centriq Insurance Group

(Santam Subsidiary Company)

#### 2017 - Current

Independent non-executive director and member of the Audit and Risk Committee.

#### MiWay Insurance Group

(Santam Subsidiary Company)

#### 2017 - Current

Independent non-executive director and member of the Audit and Risk Committee.

# Sanlam Sky Group of Companies

(Sanlam Subsidiary Company)

#### 2018 - Current

Non-executive director and member of the Audit, Risk and Remuneration Committees and Lead Independent Director.

### Sanlam Investment Management

#### 2018 - Current

Non-executive director and member of the Audit Committee.

### Impala Platinum

#### 2018 - Current

Non-executive Director and member of the Audit Committee.

### Volkswagen Financial Services

#### 2018 - Current

NOT a director but Chairman of the Audit and Risk Committee in terms of shareholders agreement.

# Annexure C

Previous members of the IRBA Board as at June 2020 (these member's term came to an end on 9 May 2020):

No.	Name of Nominee	Gender	Race	Qualification
1		M	Α	CA(SA)
2		F	A	CA(SA)
3		F	A	CA(SA), MBA, CISA, Registered Auditor
4		M	1	B.PROC, LLB
5		M	A	CA(SA)
6		F	W	CA(SA)

The proposednew members of the IRBA Board:

No.	Name of Nominee	Gender	Race	Qualification
1		F	w	CA(SA)
2		M	1	B.PROC, LLB
3		M	А	CA(SA)
4	-	F	А	CA(SA), MBA
5		F	A	BCom (Accounting), PDBA, CAIB(SA)
6		М	w	CA(SA), CPA(Texas)
7	Simple of the last	М	С	CA(SA)  * To be registered as a

8	 F	С	CA (SA) Master's in Public Administration
9	M	1	CA(SA) and Australia
10	F	Г	CA(SA)

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# CANDIDATE EXECUTIVE SUMMARY

I have considerable experience at senior management level in government for a period of 10 years and have acquired knowledge over a wide spectrum of policies and procedures in government in general and in the local sphere specifically.

I served as Head of Department of 3 different North West Provincial Departments from September 2001 to the 31 October 2011. In that capacity I was the designated Accounting Officer of those departments

I have a thorough knowledge of the theoretical aspects of the Public Finance Management Act and the Municipal Finance Management Act, and vast experience of the practical application of these and related regulations and policies.

I served as the Chairperson of the Performance Audit Committee of the Matlosana Local Municipality from November 2011until November 2014. I was appointed as the Chairperson of the Audit and Risk Committee of the same Municipality in December 2014. My term ended in February 2018.

I also served on the Dr. KK District Municipality Shared Audit and Risk Committee. I was in that position from March 2012 until April 2015. I was appointed once again in October 2018

I serve as a member of the Audit Committee of the Mafikeng Local Municipality. I was appointed in 2014.

I also serve as a member of the JB Marks Local Municipality Audit Committee. I was appointed in November 2014.

I served as an Audit Committee member of the North West Transport Investment SOC and its subsidiaries from February 2013 to November 2014.

I currently chair the Audit Committee of the Independent Police Investigative Directorate. I was appointed on the 1st October 2015 for a period of 3 years. My term was renewed for a further 2 years in November 2018

I was appointed as a Board member of the Independent Regulatory Board for Auditors in terms of the Auditing Professions Act in May 2017 for a 2-year term. My term has been extended for a further 1 year.

I also served as a Board member of the North West Transport Investment SOC Ltd for a period of 3 years and currently serve as a Director of Sedibeng Water.

By virtue of my position as Chair of disciplinary and appeal committees of regulatory bodies such as the CBE and NHBRC I have gained considerable experience in this sector.

# PERSONAL DETAILS

Surname	
First Names	
Nationality	SOUTH AFRICAN
Identity Number	
Gender	
Home Address	
Postal Address	
Home Language	ENGLISH (READ, SPEAK AND WRITE)
Other Languages	AFRIKAANS (READ, SPEAK AND WRITE)
	CONTACT DETAILS
Telephone Number – Home	N/A
Telephone Number – Work	
Fax Number	
Celiphone Number	
e-mail	

# EDUCATION AND TRAINING

# ACADEMIC QUALIFICATIONS

Qualifications	Name of Institution	Place Obtained	Year Obtained
B. PROC	UNIVERSITY OF SOUTH AFRICA	PRETORIA	1981
LLB	UNIVERSITY OF SOUTH AFRICA	PRETORIA	INCOMPLETE
ADMITTED AS AN	000111111111111111111111111111111111111		1984
ATTORNEY			

# MEMBERSHIPS OF APPROPRIATE PROFESSIONAL BODIES AND INSTITUTIONS

# LAW SOCIETY OF THE NORTHERN PROVINCES

	EMPLOYMENT HISTORY
Employer	, DEPARTMENT OF PUBLIC SAFETY, NORTH WEST
Mature of Business	GOVERNMENT
	HEAD OF DEPARTMENT
Position	
Dates of Service	9 <sup>TH</sup> APRIL 2010— 31/10/2011

Responsibilities

Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA. Responsibilities also as per the 11 Core Management Criteria prescribed for Heads of Department.

Employer	DEPARTMENT OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS, NORTH WEST
Nature of Business	GOVERNMENT
Position	READ OF DEPARTMENT
Dates of Service	AUGUST 2009- 9 <sup>th</sup> APRIL 2010

Responsibilities Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA.Responsibilities also as per the 11 Core Management Criteria prescribed for heads of department. The core mandate of the department is to monitor, support and play and oversight role over Municipalities and to support the institution of Traditional leadership.

Employer	DEPARTMENT OF LOCAL GOVERNMENT AND HOUSING, NORTH WEST
Nature of Business	GOVERNMENT
Position	HEAD OF DEPARTMENT
Dates of Service	15 SEPTEMBER 2001 – AUGUST 2009

Responsibilities

Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA.Responsibilities also as per the 11 Core Management Criteria prescribed for heads of department. The core mandate of the department was to monitor, support and play and oversight role over Municipalities and ensure the development of integrated human settlements.

Employer	VIVID SOLUTIONS CC
Nature of Business	PRIVATE SECTOR -HOUSING PROJECTS ADMINISTRATION
Position	MANAGING MEMBER
Dates of Service	MARCH 1996-SEPTEMBER 2001

Responsibilities

Overall management of the financial and human resources aspects of the CC. In addition I was responsible for the marketing of the services of the CC. The CC was involved in providing an administration service to developers of housing projects primarily those involved in the subsidy sector. The services consisted of beneficiary administration, financial administration and conveyancing administration in housing projects.

Employer	MOTALA ROOPA AND ASSOCIATES
Nature of Business	PRIVATE SECTOR - LAW FIRM
Position	PARTNER
Dates of Service	MARCH 1985-FEBRUARY 1996

Responsibilities

The law practice had a diverse clientele and covered most areas of work. My involvement was primarily in civil litigation, appearance in criminal matters, conveyancing, labour matters, providing legal opinions and matters of a public interest nature.

	THE THE SER WILLIAM DIOUTS	
Employer	LAWYERS FOR HUMAN RIGHTS	
Nature of Business	NGO	
Position	REGIONAL DIRECTOR	
Postuon	OCTOBER 1991-FEBRUARY 1996	
Dates of Service	OCTOBER 1991-1 EBROART 1999	

Responsibilities

Managing the Regional office and supervising the implementation of national programmes which had to be implemented at the regional level. Management responsibilities were primarily supervision of staff and managing the budget of the regional office.

# SPECIALIST KNOWLEDGE/SKILLS ACQUIRED

Act/Policies	Level of knowledge		
Acuronicies	Basic	Intermediate	Advance
PUBLIC FINANCE MANAGEMENT ACT&TREASURY REGULATIONS			х
PUBLIC SERVICE ACT &REGULATIONS			X
LABOUR LEGISLATION AND POLICIES		Х	X
LOCAL GOVERNMENT			×
HOUSING LEGISLATION AND POLICIES			^
TRADITIONAL AFFAIRS LEGISLATION&POLICIES	3	X	V
CONSTITUTION			X

# CURRENT POSITIONS

1	Chair-Appeals Committee	Council for the Built Environment	
-	Member	Gauteng Rental Housing Tribunal	
2		National Homebuilders Registration Council	
3	Panel of Chairs-Disciplinary Committee		
	Presiding Officer	Compensation for Occupational Injuries and Diseases Act	
4	Board Member	Sedibeng Water	
5	Board Member	Independent Regulatory Board for Auditors	
		Independent Police Investigative Directorate	
6	Chair-Audit Committee	JB Marks Municipality	
7	Member-Audit Committee	JB Marks Municipality	
8	Member-Audit Committee	Mafikeng Municipality	
9	Member -Audit Committee	Dr. KK District Municipality	

PREVIOUS POSITIONS

MEMBER PROVINCIAL COMMITTEE ON LOCAL GOVERNMENT

ADMINISTRATOR (SECT.139) : MAQUASSI HILLS LOCAL MUNICIPALITY

BOARD NTI SOC

CHAIR: AUDIT AND RISK COMMITTEE MATLOSANA MUNICIPALITY

DEPUTY CHAIRPERSON: NORTH WEST CONSUMER COUNCIL

COUNCILLOR: KLERKSDORP LOCAL MUNICIPALITY

CHAIRPERSON: SALGA NORTH WEST

### REFEREES:

CHAIR, DR KK DISTRICT MUNIC.AUDIT

COMMITTEE

FORMER PARTNER IN LEGAL PRACTICE

-COLLEAGUE

# **CURRICULUM VITAE**





BORN

**EDUCATED** 

Northview High School

1

University of the Witwatersrand – awarded prizes as the top student in two of five academic years

...

Qualified as a Chartered Accountant (S.A.

30

Certified Public Accountant (Texas) 1975

CAREER

ERNST & WHINNEY, CHARTERED ACCOUNTANTS

1966-1971

Completed articles of clerkship, Johannesburg

1972

Qualified as Chartered Accountant

1974-1975

Transferred to Dallas office

1976

On return to South Africa appointed National Technical Partner and Member of the Ernst & Whinney International Technical and Quality

Control Committees

1980

Appointed Managing Director of Ernst & Whinney

Management Services

1984

Elected Managing Partner of Johannesburg office

Of Ernst & Whinney

1988

Elected Senior Partner and Chief Executive of

Ernst &Whinney

**ERNST & YOUNG, CHARTERED ACCOUNTANTS** 

:

:

1989

Appointed Executive Chairman, Ernst & Young, South Africa (upon merger between Ernst &

Whinney and Arthur Young & Company)

(165 partners and 850 staff)

: Member of the Ernst & Young International

Management Council

Mer

Member Ernst & Young International Strategic

Planning Task Force

#### CAREER (continued)

#### THE JOHANNESBURG STOCK EXCHANGE

1992-1997

Executive President

B.

Responsible for overseeing the restructuring of

The Johannesburg Stock Exchange

#### THE LIBERTY GROUP

March 1997 :

Appointment as Executive Director of the

Companies:

-Liberty Life Association of Africa Limited

-Liberty Holdings Limited

-Guardbank Management Corporation Limited

-Liblife Strategic #ivestments Limited -Liberty Asset Management Limited

May 1997

Appointed Group Chief Executive and Managing

Director of The Liberty Group

July 1999

Appointed Deputy Chairman and Chief Executive

Officer of the Liberty Group

#### **MURRAY & ROBERTS HOLDINGS**

:

April 2003

Appointed Non-executive Director

January 2004 :

Appointed Chairman

#### SANLAM LIMITED & SANLAM LIFE INSURANCE LIMITED

June 2004

Appointed Chairman

### ASPEN PHARMACARE HOLDINGS LIMITED

August 2008 :

Appointed Director, Currently Lead Independent

Director

#### SASFIN BANK LIMITED & SASFIN HOLDINGS LIMITED

November 2013:

Chairman

#### SASFIN FINANCIAL SERVICES (PTY) LTD

March 2016 :

Appointed Director

### OTHER RESPONSIBILITIES

- Member, King Committee on Corporate Governance
- Fellow GIBS
- Vice President IoD
- Member CD(SA) Governing Body
- Member SAICA Advisory Panel
- Member, King Committee Exco

### PREVIOUS POSITIONS HELD

- Former Trustee, International Accounting Standards Committee Foundation
- Former Chairman, African Stock Exchanges Association
- Former Member, Executive Committee Federation of International Stock Exchanges
- Former Member, Audit Commission of the Republic of South Africa
- Former Member, Policy Board for Financial Services and Regulation
- Former Member, The Financial Markets Advisory Board
- Former Deputy Chairman, Securities Regulation Panel
- Former Member, South African Futures Exchange Board
- Former Member, Auditing Standards Committee of the South African Institute of Chartered Accountants
- Former Member, Standing Advisory on Company Law
- Former Chairman, Audit Committee, Department of Defence
- Former Patron, Institute of Internal Auditors South Africa
- Former Member, Ethics and Auditing Standards Committees; SA Institute of Chartered Accountants
- Former Chairman, South African Airways Audit Committee
- Former Chairman, Guardian National Insurance Company Limited
- Former Director, South African Airways (Pty) Limited
- Former Director, SAB
- Former Director, The Premier Group Limited
- Former Chairman, Charter Life Insurance Company Limited
- Former Chairman, Liberty Group Properties Limited
- Former Chairman, Liberty Ermitage Limited
- Former Chairman, Liberty Ermitage Life Jersey Limited
- Former Director, Hightree Financial Services Limited
- Former Director, Standard Bank Group Limited
- Former Director, The Standard Bank of South Africa Limited
- Former Chairman and Group Chief Executive, STANLIB Asset Limited
- Former Chairman, STANLIB Wealth Management Limited
- Former Chairman, Virgin Active South Africa
- Former Governor, The Hiltonian Society
- Former Member, Board of Governors, Johannesburg Children's' Home

### PREVIOUS POSITIONS HELD (continued)

- Former Chairman, Sanlam Limited
- Former Chairman, Sanlam Life Insurance Limited
- Former Director, Virgin Active UK
- Former Deputy Chairman, Business Against Crime'
- Former Director, Business Trust
- Former Director, Financial Services Consumer Education Foundation
- Former Chairman, Murray & Roberts Holdings Limited
- Former Director, Sasfin Securities (Proprietary) Limited
- Former Director, Sasfin Financial Advisory Services (Proprietary) Limited
- Former Director, SasfinAsset Managers (Proprietary) Limited
- Former Founding Chairman CD(SA) Governing Body
- Former Chairman Delville Wood Commemorative Museum Trust
- Former Advisor Alexander Proudfoot
- Advisor ITOCHU
- Former Trustee, BOCO Trust (GMSA)
- Former Director, Nampak Limited
- Chaired Governance Review Task Team of SAICA

#### PERSONAL

: Married (wife's name Wendy), 2 daughters, 1 son, 3 granddaughters

#### : Interests

- Sport and military history
- Currently Chief Defence Reserves, South African National Defence Force
  - Rank Major General

#### MILITARY CAREER

RANK : Major General

CURRENT POSITIONS : Chief Defence Reserves, South African National Defence

Force

: Member of Defence Staff Council and Military Command

Council

: Honorary Colonel Transvaal Horse Artillery

MILITARY POSTS HELD :

Commissioned into Artillery in 1966

Commanded the Transvaal Horse Artillery from 1976 to

1979

Thereafter Colonel Artillery and subsequently Senior Staff

Officer Operation of 7 Infantry Division

: Staff qualified 1984

Promoted to Major General in October 2003

: Member of The South African Delville Wood Commemorative

Museum Trust (former Chairman)

: Founding Chairman - SANDF Education Trust

: Honorary Colonel THA 1990-2019

MILITARY AWARDS

CSSA, SD, SM, MMM, JCD

Order of the Star of South Africa (Non-Class III),

Commander

: Southern Cross Decoration (SD) and Bar

: Southern Cross MEDAL (SM)

: C SANDF [Chief of the South African National Defence

Force) Commendation Medal (MMM)

: Pro Petria Medal with Cunene Clasp

Unitas Medal

General Service Medal

: Mandela Medal - Silver

: John Chard Decoration (JCD) with 30-year clasp

Decorated by VACR's of the Republic of China on Taiwan

#### MILITARY VETERANS CAREER

Honorary Life Vice President of the Council of Military Veterans' Organisations having previously been National

Chairman

Honorary Life Vice President of the Gunners' Association

having been National Chairman

Chairman of the Gunners' Memorial Trust

: Trustee of the SA National Museum of Military History

**Building and Development Trust** 

: Trustee of The South African Delville Wood

Commemorative Museum Trust

# CONFIDENTIAL RESUME

OF



## PERSONAL DETAILS

Name:

Address:

Telephone:

Date of Birth:

Citizenship:

South African

Marital Status:

Married

Education:

Matriculated in 1971 (Natal Senior Certificate)

Tertiary:

Bachelor of Commerce with Honours (1983) at the University of

South Africa

# Membership of Professional Bodies: -

- Member of SAICA, the South African Institute of Chartered Accountants (1986)
- Member of the Australian institute of Chartered Accountants (1986) [ACA]

### INTERESTS

### Professional

- Serves / Served on Boards of several listed companies MTN, Alianz, ABSA, BencABC, Right to Caré ...
- Past Chairman of a Non-Profit Organizations SANZAF.
- Served on the Public Accountants and Auditors Board 1997 2000
- Past Treasurer and Chairperson of the Education Committee at the Association for the Advancement of Black Accountants in Southern Africa (ABASA).
- Served on the Education Committee of the Institute of Chartered Accountants in Australia.

#### Personal

- Sporting tennis, cricket and table tennis
- D | Y house, garden and motor vehicles
- Social work in the community and spend quality time family and grandchildren.

# EMPLOYMENT DETAILS

Employer: MTN Group Management Services

Position: Group Executive for Business Risk Management

Period: January 2007 to February 2015

Summary: I was integral part of the Group Executive team providing strategic guidance and direction to the 21 MTN Operations in Africa and Middle East. My functional responsibility as head of Business Risk Executive was in the disciplines of Internal Audit, Risk management and Forensic. My main role was to establish and embed the corporate governance culture and principles in all 21 of MTN operation. I together with my staff of 40 people provided training, support and monitored the compliance and maturity levels of the 21 operations on these corporate governance principles. I presented comprehensive reports to EXCO, Audit Committee and Risk Committees of the Group and some of the Subsidiary Companies.

currently serve on the Boards of MTN Subsidiaries as Non-Executive

Employer: Office of the Auditor-General, Pretoria

Position 3: Auditor General of South Africa

Period: November 1999 to November 2006

Summary: I was appointed as Auditor – General by the President of South Africa in December 1999 for one NON-renewable term of seven years – in terms of our constitution. My role was to audit and report on the financial statements and financial management of government at National, Provincial and Local Government level. The job requires a strong independent balanced mind to ensure that on the one hand government departments are held accountable [watch dog role] and on the other hand to understand the challengers of our new dispensation/democracy and to provide the departments with supportive role to improve service delivery. The work of the Auditor-General is often subject to public scrutiny and required me to present my audit reports to the Public Accounts Committee and other committees in Parliament. I had to deal with the media, political parties and the public at large. In addition to my local responsibilities, I was also appointed as the External Auditor to the United Nations and World Health Org. I presented our audit reports to the UN Assembly in New York and Geneva.



### Qualifications

B Comm (UF\$ 1977); B Compt Hons (UNISA 1981) CA (SA) (1987)

### Training

Executive Programme in Strategy and Organisation (Stanford University Business School 2001); TCTA Leadership Development Programme (GIBS 2005) AltX Director Programme (JSE & WBS 2009) and various technical short courses

### Member of Professional Bodies:

Institute of Chartered Accountants (SAICA), Institute of Directors (IOD)

### Profile -

An experienced executive and non-executive director (20 years) serving in organisations that require strategic redirection and governance alignment in the public and private sector.

Vast governance experience, which include chairing of organisations in the public and private sector (6years public sector and 4 years private sector) and has served as chairperson of board committees. (Audit and Risk and Human Resources) for 20 years. Has worked with different institutional legal vehicles (Specific legislation, Companies Act, Trusts).

Substantial understanding of and experience in good corporate governance practices, corporate strategy, shareholder management models, enterprise wide risk management, regulatory compliance, financial reporting and analysis, human resource strategies and performance management. Over 20 years experience in and sound knowledge of infrastructure development and funding on executive and nonexecutive level (TCTA, Johannesburg Water, ACSA,) repositioning, restructuring and turnaround of businesses (private and public sector - TCTA, Denel, NMI Group). Work in SADC countries includes Botswana, Lesotho, Mozambique, Namibla and Swaziland.

Work as Independent Consultant in governance, water, financial, funding and institutional arrangements and institutional transformation related areas. Work included:

- ASISA (Association for Savings and Investment South Africa) to promote investment in infrastructure 2016 - Current,
- New Development Bank (BRICS) in 2016 on RSA Public Procurement System;
  - Presidential Infrastructure Co-ordinating Commission (PICC) (2012 2014) a 20 months employment as Specialist on the PICC Technical Task Team that focus on the co-ordination, alignment and fast tracking of RSA's R 4 trillion National Infrastructure Plan (focus areas Strategic Integraled Projects Business plans, Skills Development, Innovative Building Technology, Localisation).
- In 2008 and 2008 project managed RSA bid to host the 2012 World Water Forum in RSA - an international event that takes place every 3 years.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008. 2018 Facilitated the water infrastructure break away session at the recent SA investment Conference.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008.

Martie was a recipient of the inaugural Woman in Water Award in 2002 and nominated for BWA Business Woman of the year in 2006.

### Sectors:

- Executive level: Capital Markets, Project Finance, Infrastructure Development
  - Non-Executive level Financial services and Banking (Project /structured/ specialized (trade finance), Utility Management, Aviation (Airports), Water and Sanitation, Defense & Aerospace, FMCG& Agri- processing.

### CURRENT NON-EXECUTIVE APPOINTMENTS

Development Bank of Southern Africa: 1 Jan 2016 -31 Dec 2018 and 1 April 2019 to current:

Non Executive Director on Board, Member of Audit and Risk Committee, Member of Board Credit and Investment Committee and Board Infrastructure and Knowledge Management Committee

DBSA is a regional development funding institution playing an instrumental role in unlocking development by funding economic and socio economic infrastructure, providing project preparation and essessment services and managing third party development funds.

Etion Ltd – appointed Nov 2018 – current Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Human Resources Committee and Nominations Committee	A diversified digital technology company listed on Alf X .
Independent Regulatory Board for Auditors (IRBA) – appointed 10 May 2017- current:  Non Executive Director and Deputy Chairman on Board, Chairman of the Disciplinary Advisory Committee and member of the Audit and Risk Committee	IRBA is the regulator of Registered Auditors in South Africa
Sephaku Holdings Ltd – appointed at AGM 22 September 2016 – current: Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Remuneration and Nomination Committee.	
Ashburton Investments: Oct 2016 – current: Non Executive Member of Investments Credit Committee and Investments Credit Governance Committee	
First Rand Bank Ltd: 2011 – current: Non Executive Member of Wholesale Credit Committee International, Specialised/ structured and Project Finance	The credit committee review and approve facilities for the bank's products/brands above delegated mandates and have oversight over delegated credit committee approvals.
Denel Soc: 2010- 2015 Chair Audit and Risk Committee from Aug 2010 to 15 Aug 2014; Interim Chairman of Board - 15 Aug 2014 to 23 July 2015	Denet is a SOE in the defense and serospace industry and have been on a turn round path since 2010. The performance for the last 4 years indicated a continual improvement and as such liquidity and solvency risks and was managed with a concerted effort to grow the top line whitst eliminating unnecessary costs. Denet posted in 2014 its 4 in consecutive year of profits and increased the order book for the next 10 years to R31bn. The turn around continues. Through this period consistent performance and transparency ensured unwavared shareholder support.
Johannesburg Water (Pty) Limited: 2009 – 2012; Chairman, Member of Remuneration Committee; 2001 – 2006; Chair Audit & Risk Committee (2001 to 2006) Member of Remuneration Committee (2006), Acting Chairman in 2006 1999 - 2000 Advisory Board Member to create entity at part of Egoli 2001 programme	various interventions was undertaken, including but not limited to integration of 13 departments of 7 municipalities into a single entity, organisational development, intrastructure development, tariff and addressing operational and service delivery performance. During the 1 <sup>st</sup> 5 years a private sector management contract was entered into — a unique feature was the reducing expatishing and increasing local skills structure that speaks to local efficiency.
Headstream Water Holdings (Pty) Ltd: 2009 - 2016 Shareholder and Chairman	A startup company with the exclusive rights in Sub- Saharan Africa to sell Hybacs wastswater treatment technology, which was developed in Korea and commercialized by Blue Water Bio in the UK. Headstream Holdings acquired SAME (42%) in 2016. Projects rolled out mainty in local government and water board sector.

### NMI Group of Companies and Trust(FMCG sector) 2009 - 2013 (Director and Trustee)

Chair Group Agri Business EXCO.

Chair Group Audit & Risk Committee (2009 - 2012)

Chair Group Marketing Committee,

Chair Namibia (2009 - 2013) and Botswana (2009 -

2010) subsidiaries

NMI is a group of private companies operating in Agriprocessing business and FMCG industry (milling, production, distribution and salling of staple food and animal food and startup production of broilers) in 5 SADC countries. The annual tumover is R 3,5 billion with a staff compliment of 3 000. The Namibia operations contributes R 1,5 billion to the group's turnover and employs 1 400 people. Two green fields projects were embarked upon during my term, a new feeds plant dedicated to manufacturing of mongastric animal feed establishment of a broiter industry (farming, abattoir and The work involved also various distribution network). engagements with political stakeholders (President level) and Trade and Industry officials.

### Airports Company of SA Soc (ACSA)

2010 - 2012: Director, Chaired Audit & Risk Committee, Chaired Treasury & Regulatory Committee, Member of Social and Ethics Committee:

2006 -2009: Specialist member of Audit and Risk Committee and Treasury & Regulatory Committee ACSA have embarked on an extensive capital upgrade phase since 2006 and with that the challenges for the roll out of such an ambitious programme (inci. funding, risk management, regulatory framework ad approvals). During the period ACSA also successfully tendered (with a Brazilian partner) for the concession to management one of Sag Paulo major international airports.

### Bond Exchange of South Africa (BESA)

2000 - 2003: Executive Committee Member 2003 - 2007: Governing Committee Member

2007-2009: Director

Member of Audit and Risk Committee, Market Regulation Committee, Strategy Committee,

Remuneration Committee

BESA was in 2000 still a mutual association of bond market participants (issuers, traders). After extensive consultation its was transformed and corporatised in 2003 and demutualized in December 2007. The JSE offer, for all the shares, were taken up by the shareholders and ownership transferred to the JSE with effect in June 2009, and from that date the independent non executive board ceased to exist.

### AH Vest Limited (previously All Joy Foods): 2008 - 2009: Non Executive Director and Chairman of

Audit Committee

Manufacturer and distributor of food products. Joined the Board when African Hervest Investments bought the majority shareholding. Company is Alt-X listed.

### rie-vious Executive Resingres (1) Trans Caledon Tunnel Authority (TCTA)1994 - 2008

CEO 1998 to 2008 CFO 1994 to 1998

Financial dimensions (2008): Revenue R 2, 500 billion; Assets R 23 billion: Debt book of R 25 billion

Repositioned TCTA after completion of the engineering works on Phase 1A (Kalse Dam) as RSA'Government Buik Raw Water Supply Developer and Liability Manager. This included extensive consultation and agreement with local and international government structures and political feedership. RSA Cabinet approved TCTA's revised Notice of Establishment in 2000. This was preceded by changes in the intergovernmental Protocols with Lesotho.

Managed the development and implementation of mega water supply related infrastructure. Develop the project pipeline for projects after Lesotho Highlands Water Project (phase 1), Berg Water Project, Vaal Pipe line Project, Mooi Umgeni (Spring Grove Dam) Project, Olifants River Augmentation Project (MCWAP). Actively raised funding in the local and offshore capital markets, development funding agencies and export credit facilities. Was instrumental in the development of the local bond market, auction based funding mechanisms and inflation linked bonds. Annual funding needs varied from R 4 billion to R 5 billion. Structured institutional and financing arrangements to achieve co-operative governance and lowest possible funding rates. Developed sustainable long term water tariff models

shareholder stakeholder. and maneged Actively relationships in political public and private sector. Actively participated in the processes to restructure the water and senitation sector.

Worked as a consultant for Delottte (1992-1994): Mainly in business re-engineering.

Lectured at postgraduate level at UNISA - B Compt Hons in Advanced Taxation and Applied Auditing (1988-1991).

Deloitte - Audit Senior (1985 - 1987)

Worked in Commerce - Corobrik Bloemfontein (1980 - 1982), Senekal Co-op (1982 -1984) Completion of articles (1980) at Viljoen Louw Bartel - now part of KPMG

of National Expenditure); participate in relevant budget processes including roll-over requests; adjustment estimates; budget structures; advise on expenditure trends; managed budgets amounting to R7,65 billion and a staff complement of 5; infrastructure planning and . finance; review of provincial transfers by the departments; Initiate and support budget reform in the departments and public entitles; monitor and support implementation of the PFMA and DORA in national departments and public entitles; advise on implementation and interpretation of the Treasury Regulations and monitoring thereof, undertake in-year analysis of expenditure trends (early warning system); analysis of service delivery in the sector and relationship to government priorities. Provide policy analysis and advice to the Ministry of Finance, National Treasury and the relevant parties on issues related to the activities of the National Departments of Communications and & Energy; facilitate appropriate policy costing, contribute to policy discussions to improve service delivery and contribute to overall corporate governance policy reviews; risk analysis. Infiliate Communications and Energy project discussions to contribute to economic growth; analysis of the overall energy industry value chain (i.e. electricity, coal, upstream and downstream gas + petroleum sector analysis, renewable, investment in production and consumption data analysis renewable energy, etc.); compile submissions and write reports including drafting and responding to Cabinet memoranda; Presentations to various stakeholders and Act as Chief Director from time to time.

Reason for leaving

Resigned - Received an offer to serve as Head of Department at the Energy Regulator with better financial rewards.

Previous Employer 5

I

National Energy Regulator of South Africa (NERSA)

Position

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Acting Researcher to support Board Member responsible for Petroleum Pipelines Regulation

11 October 2005 to 28 February 2007

Duration Duties

Undertake research to provide strategic input to the decision making process of the Petroleum Regulatory Authority on all matters relating to the petroleum pipelines regulatory function by undertaking benchmark studies; compile reports; attend Sub-Committee meetings; attend NERSA Board meetings and also serve as a scribe during the absentia of the Board Secretary; manage own budget; give input to the drafting of rules and regulations within the sector; participate in conducting public hearings on regulatory

matters and licensing issues; enforce regulatory

Management; review regulatory frameworks and align them with latest developments in the overall electricity industry from both supply and demand perspectives by also factoring the legislative Implications; provide strategic support to the tariff methodology development and review, engage policy makers and other key players in government to influence. the policy direction in the energy sector; provide strategic and technical advice to the board of directors of the Energy regulator; undertake financial, economic, technical analysis and social research to ascertain the impact of regulatory frameworks, decisions and analysis on the broad macroeconomic variables in the overall economy; investment and project appraisal/analysis, facilitate investment in electricity distribution infrastructure; infrastructure planning and maintenance, serve as a regulatory specialist and provide constructive inputs into the overall legislative frameworks; provide support to the Ministry of Energy in the restructuring of the overall electricity industry; represent the Energy Regulator at regional forums (such as the Southern African Power Pool, African Forum of Utility Regulators, Regional Energy Regulators Association and continue to advise the Ministry of Finance on the fossil fuel subsidies and price volatility at the G-20 conventions), electricity industry value chain analysis, promote access to the integrated power system by independent power producers, especially renewable energy project developers to the grid, and manage staff complement of 5 specialists and an operational budget of R6 million for the department, serve in the management committee (ManCo) of the organization and act as an Executive Manager as and when required. Coaching emerging small micro and medium (SMME) entrepreneurs.

Reason for leaving

Resigned – subsequent to being offered a contract opporturally to assist the GDED with the implementation of the township economy Revitalization and industrialization Strategy, including professional coaching and mentoring emerging entrapreneurs in Gautene.

Previous Employer 4

National Treasury (South Africa)

Position

Chief Directorate

Period Duffee Director (Energy & Telecoms - Public Finance)
Urban Development & Infrastructure Planning

01st March 2007 to 30th September 2010

Provide strategic support to the National Departments of Communications and Energy in preparing budgets and budget documentation; analyse these departments' budget submissions and budgets and contributions to budget documentation (i.e. inputs to the Medium-Term Budget Policy Statement, Budget Review & Estimates Duties

Strategic, Operations, Human Resources, Programmes/Projects, Knowledge, IT & Financial Management; oversee the day-to-day running of the non-governmental organization; Strategic and technical advisory services to the Board; Research; technical support to programme and project Implementation; Professional Mentoring and Coaching of the youth and young entrepreneurs. Discharge responsibilities of this position as and when required, including business development and fund raising.

Reason for leaving

Resigned - the NGO did not have sufficient funding to cover the HR costs, so we reached a mutual separation arrangement with the Executive Director.

Previous Employer 2

Gauteng Department of Economic Development

(GDED)

Position Delivery Period Duties

Head of Economic Infrastructure Planning &

01st October 2015 to 31st July 2016 Implementation of the Township Economy

Revitalization Strategy (TER): Project management for both the establishment of new and refurbishment of existing township industrial parks/hubs. Technical and strategic advisory services to the GDED on the transformation, modernization and industrialization of

the Gauteng economy.

Mentoring and coaching emerging entrepreneurs from historically disadvantages communities (townships). Budget and supply chain management of contractors providing construction services to the GDED on the development of economic infrastructure. Oversight of infrastructure projects at the industrial and special economic development zones in Gauteng.

Reason for leaving

Resigned - suffered undue political pressure and refused to get involved in unethical behavior (not willing to compromise my Integrity), then an irretrievable breakdown in relationship with the leadership of the GDED became apparent. I then decided to work as an Independent Consultant and provide technical and strategic advisory services to corporates and Individuals (ae a professional Business Coach and Mentor).

Previous Employer 3

National Energy Regulator of South Africa (NERSA)

Position Period Duties

Head of Department: Electricity Regulatory Reform

01st October 2010 to 30 September 2015

Administration and Management of Transmission and Distribution Grid Codes, review and evaluation of

Eskom's annual Transmission Planning Strategy, Risk

### SECTION C

### EMPLOYMENT HISTORY

Present Employer 1

Organization Undoing Tax Abusa (OUTA) - Civil

Society Organization (NGO)

Position Period Duties

Head: Energy Portfolio 01 November 2017 to date

Provision of consulting, technical and strategic to OUTA Board of Directors; investigate and analyse cases of corruption, maladministration & wasteful/ fruitless expenditure in the public sector; hold those responsible for wrong doing accountable and open civil or criminal cases against them; serve as a Media spokesman for OUTA on energy matters; compile comprehensive submissions on energy policy matters and deliver presentations at public hearings on behalf of OUTA supporters and the general public; conduct research on energy policy; advise government on policy rationality; serve as the voice of the voiceless in energy matters, especially on electricity price increases and their impact on ordinary people. Attend and present at Parliament's Portfolio Committees on Energy & Public Enterprises; Compile and deliver presentations at national and international conferences on energy matters and on the role of civil society in the energy sector. Serve as Resident Technical Advisor by providing and proposing solutions to ordinary members of the public and corporate (especially the media) about energy, especially electricity, supply problems and challenges; Serve as an Activist on all energy matters

that affect ordinary citizens.

Present Employer 2

Khomanani Xcel Consulting (PTY) Ltd

Self-Employed as an Independent Consultant (own

company)

Position Period Duties

Managing Director 07 June 2016 to date

Provision of consulting, technical and strategic advisory services to corporates, professional business coaching

and mentoring services

Previous Employer 1

Southern African Youth Movement (SAYM) - NGO

Position

Chief Operations Officer (Part-time work)

Period

03 January 2017 to 30/09/2017

Courses Passed

Human Resources; Marketing; Economics; Strategic Management; Accounting (Financial Management & Analysis); Operations Management, Group Dynamics and Strategic Golf Business Leadership Course.

Qualification 3

Post Graduate Diploma in Mining Engineering

(NQ8)

University of Witwatererand

Institution Year Obtained

2006

Courses Passed

Mineral Policy and Investment; Mineral Economics; Economic Geology of SA Cost; Coal Quality and Utilisation; Coal and the Environment; and Coal

Extraction & Exploitation.

Qualification 4

B. Com Degree

Institution

University of Pretoria (former Vista University)

Year Obtained Courses Passed Accounting I II III; Economics I Ii III; Commercial Law I if; Auditing I II; Business Management I; Statistical Methods; Income Tax and Administration of Estates III.

### Other Short Courses

> Public Sector Management, Governance & Fiscal Sustainability Techniques (Washington DC, USA)

Accredited Assessor – with 15 credits, Level 5, ID No. 115753 (Accreditation No.

Renewable Energy Policy Training by United States Agency for International

Regulatory Impact Analysis: Methodology for Cost-Benefit Analysis of Regulations

(Washington DC, USA): PURC/World Bank International Training Program on Utility Regulation and Strategy (University of Florida, USA);

Practicing Leadership in a Political Environment (University of Florida, USA);

 Managing Regulatory Reform in the Energy and Water Sectors (University of Stellenbosch);

AFUR Training Programme on Electricity and Water-Tariff Design

Advanced Business Writing;

Performance Budgeting and Financial Management Programme;

Standard Chart of Accounts Reporting within the Public Sector;

Project Management for Non-Project Managers;

Project Management in the Public Sector;

Coal Management and Marketing (University of Witwetersrand);

Coal, Coke and Carbon Materials (University of Witwatersrand); and

Business Process Benchmarking.

### Computer Literacy

Microsoft Office

Outlook; Word; Excel; PowerPoint and Project. Lotus-1-2-3; QuattroPro; Word Perfect; Multimate (Word

Processing): Spreadsheet Processing; Data Processing

(dBase II) Plus).

### SECTION A

### PERSONAL DETAILS

Surname First Names ID Number Nationality South Atrican

Postal & Res Address

Unit 38, Sunset Gerdens.

39 Hefer Street, Naturena Ext. 19

JOHANNESBURG, 2095

Contact Numbers

Email: maronza97@gmail.com

Drivers License

EB (Code 08)

Hobbles

Reading, going to church, listening to music, jogging.

watching sport, travelling.

### SECTION B

### EDUCATION

Highest Standard Passed

School

Standard 10 (Grade 12) Necema Commercial High

Year Completed

November 1989

### TERTIARY EDUCATION

Qualification 1

Institution

Masters in Business Administration (MBA) Degree

University of South Africa (Graduate School of Business Leadership in collaboration with the Keynes

Milton University, London, UK)

Year Obtained

7.0

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Courses Passed

Fundamentals of Senior Management; Strategy Formulation; Strategy Implementation; Introduction to Business Research; Business Research; Managing Change; Financial Management; Financial Strategy;

Project Management; Work Study; Marksting in a complex world. Dissertation in South African Electricity Generation mix and its implications on climate change.

Qualification 2

Management Advancement Programme (MAP)

Certificate

Institution : Wi

Wits Business School

Year Obtained

2006

# RESUMÉ Of



### Application for Employment

### WHAT IS THE PURPOSE OF THIS FORM

To assist a government department, In selecting a person for aradvertised post.

This form may be used to identify candidates to be interviewed. Since all applicants cannot be interviewed, you need to fill in this form completely, accorately and legibly. This will help to process your application fairly.

### WHO SHOULD COMPLETE THIS FORM.

Only persons wishing to apply for an advertised position in a government department.

### ADMITIONAL INFORMATION

This form requires back information. Candidates who are selected for inserviews will be requested to furnish additional certified information that may be required to make a final selection.

### SPECIAL HOTES

- 1 All information will be travered with the strictest confidentiality and will not be disclosed or used for any other purpose than to assess the unitability of a person, except in so far as it may be required and permitted by law. Your personal dutails must correspond with the details in your ID or passport.
- 2 Passport number in the case of non-South Africans.
- 3 This information is required to enable the department to comply with the Employment Equity Act,
- 4 This Information will only be taken into account if it directly relates to the requirements of the
- 5 Applicants with substantial qualifications or work experience must attach a CV.

### A. THE ADVERTISED POST

Position for which you are applying (as Myertised)

Department where the position was advertised

### DIRECTOR-GENERAL

PUBLIC ENTERPRISES

Reference number (as stated in the advertiIf you are offered the position, when can you start OR how Wilch notice must you serve with your current employer? 1 CALENDAR MONTH NOTICE

### DPE/2019/010

B. PERSONAL INFORMATION

	-
Sumame	
First Names	1
-	30 AUGUST 1971

Date of Birth	30 ADGUST TV
ID number 2	

IN HALLINGT				
Race <sup>3</sup>	African	White	Coloured	Indian
Gender <sup>3</sup>		0	FEMALE	MALE
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### C HOW DE WE CONTACT YOU

C, non ac		ENGLISH	
Preferred language for corre	spondence?		
Telephone number during o	ffice hours	-	*
Preferred method for correspondence	Post	E-mail	Fax
Correspondence contact details (in terms of above)	marunza9	7@gmail.com	

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I declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information supplied could lead to my application being disqualified or my discharge if I are appointed.

Signature: 芸女、石本本 Date: 12 July 2019

### DPE1 | Basadzi Media & Personnel

From:

@gmail.com>

Sent: To: Freedy, July 12, 2019 12:22 PM DPE1 | Basadzi Media & Personnel

Subject:

Director-General

Attachments:

Cover Letter - DPE - DG - Ron Chauke - 12 July 2019.pdf; Certified Copies - GR Chauke.pdf; Z83 Application for Employment - DG - DPE - 12 July 2019.pdf; Just

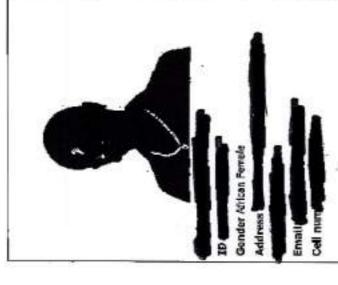
Ron's Update Resume - 2019.pdf

### Good day

May you kindly consider the attached documents as my application for the advertised position of Director-General at the Department of Public Enterprises.

Your feedback would be greatly appreciated.

Regards .onaid 0826669704



# CERTIFICATES

BSc (Eng) (UCT) ... Electrical MBA (IMC)

EDP (WIE)

ANY (Harvard)

Construction Management Certificate (UCT) OrtS Management Certificate (UCT)

Digital Marketing (UCT)

performence and optimisation of Capital Expenditure (CAPEX) and Operating Expenditure (OPEX) budgets. My ability and cave competencies Highly experienced leader in the energy industry, having soccessfully led a division of over 18,000 employees both in Distribution and Oustamer Services for over 15 years. Has expectise in Thataing and Development; Infrastructure Development & Management; Operations Management and Budget Management. Recent achievements include introduction of Oustomer Cereticity in Estons, Improvement of Incinical and safety include division management & strategic oversight, dient and stakeholder outreath; market insights; budget management; negotiation; eadership, collaboration & team building; product & sales development and communication.

# Ensployment History:

(Eskon Rolek Industries; CSIR; SANEA and EAP) as a non-executive member and chained the Audit & Risk Committee at CSIR. Current Audit Held various teadership roles in Estern across the country in the 27 year-carser with the company. Experience includes being a member of Executive Committee (EXCD); chairing various EXCD sub-committees and participating in Board sub-committees. Also served on four boards Committee member and Chair of Performance Committee at Leseds Local Municipality.

# Awards

2001 Most Premising Woman .. ESKOM

2005 Executive of the Year Runner-Up ... ESKOM

2010 Special Award 2010 MW Project ... ESKDM

2014 Bushass Woman of the Year Award Finalist Government Category ... BWA

2017 Africa's Most Influential Worsen in Public Enterprises (Country, Regional and Continental Vitorier) ... CED Global

# Professional Affillations:

Registered with the Engineering Council of South Africa (ECSA) as a professional engineer; Member of the following Institutions

- South African Institute of Becinical Engineers (SAILE)
- Institute of Directors (TOD)

Energy Efficiency and Sustainability (UCT)

# CURRICULUM VITAE

Year/Period	Role/Designation	Brief summary of responsibilities
1 Jan 2019 to date	Exacutive Director: Solutions (Pty) Ltd Director: Utility Coach (Pty) Ltd	Town an engineering consulting firm, which focuses on bespoke technical solutions for its clients in the Energy Industry. Service areas include general energy consulting services, energy management, property equivation and development, business analysis, asset management, information technology solutions, infrastructure development and project management. We also provide training and development through mentorship, coaching and technical exposure.
1 June 2007 to 31 Eskom Dec 2018 Group Distribut	Eskom EXCO member and Group Executive for Distribution and Oustomer Services Divisions	In heading up the Distribution and Oustomer Services Divisions, I was accountable for an asset base worth over R2S0bn; 18,000 employees; over 6 million customers; a budget of around R20bn (OPEX and CAPEX) and a revenue base of R185 bn. Orlifical in this are business governance, health and safety of assets (both employees and infrastructure) and overall business performance. From a governance point of view, we had split the Division into nine provinces in line with are provinces in the country. These provinces were managed by General Managers (GMs) who reported to me.
Est	*	As the EXCO member responsible for Distribution (DX), I operated in a governance structure that mimicked the King IV recommended structures, with additional structures that focus on operations and safety. To lay the focus for good governance, I have a good appreciation of the Public Finance Management Act (PFMA) and the Company's Act, which govern the way we managed our business. Also, I understand the role of the board (as the shareholder representative) and how it interfaces with EXCO. More importantly and relevant for sustainability of any business, I appreciate the importance of ethical leadership and strive to live up to ethical standards all the time.
		For business operations, some of the committees that I chaired are DX EXCO; Divisional SHEQ (Sefety, Health, Environment and Quafty); EXCO Programment Committee; Customer Council; etc. I was also a member of the Investment Committee of EXCO, which is a critical committee for company investments.

		I was also an official at Board's sub-committees such as the People & Governance Committee; Sustainability, Ethics and Sodal Committee and Investment & Finance Committee. As a member of the Institute of Directors, I also attended the governance course for Directors to strengthen my appreciation of good governance.
1 April 2004 to 31	General Manager and Engineering Manager for Estom Western Region	I headed Distribution's Western Region, first as the Engineering Manager and then later as the General Manager. This region was made up of the Western Cape and part of the Northern Cape Provinces. I had a about 2,000 employees in my books and over 250,000 customers that I was responsible to service. Key activities were asset management, customer servicing, technical performance, finance management and safety management.
1 January 1998 to 31 March 2004	Various middle and senior management positions in Training, Planning and Design (Eskom)	Having joined Eskom as an engineer-in-training, I worked my way up the organisation occupying various positions which gave me an overall view of the energy industry, with strong emphasis in the Distribution Industry. One of the roles I occupied was Technical Training which focused on training of engineers, technicians and antisers. We designed and (implemented braining programs in line with ECSA registration requirements, ensuring that those traineers would be eligible to register as professionals. These training programs were supported with a strong mentorship and coaching program, and were generally accredited by the relevant bodies (e.g. Energy Sector Education and Training Authority (E-SETA) at the time). I also served as the Planning Manager, accountable for infrastructure planning for growth and refurbishment. At some stage, I was the Design Manager responsible for implementing all Infrastructure design projects, informed by the Masterplans developed in the planning department.
1 March 1992 to 31 Dec 1997	Engineer in training and various technical positions at Escom	I joined Estorm after graduating with a B Sc in Electrical Engineering and did my training program as outlined by the Engineering Council of South Africa (ECSA). This culminated in my professional

300

X

	I complemented my degree with an ABA (International Management Centres); EDP (Wits) and AMP (Harvard Business School). It also have short-course certificates from UCT — OHS Management; Construction Management; Energy Efficiency & Sustainability and Digital Marketing. I have certified all my certificates and am able to share copies on request.
Certificates and	AMP → Advanced Management Program
qualifications	8 Sc (Eng) → Racholor of Science in Engineering
Acronyms	ECSA → Engineering Council of South Africa
	EDP - Executive Development Program
	MBA → Master of Business Administration
	OHS → Occupational Health & Safety
	Pr Eng → Professional Engineer



### UNIVERSITY OF CAPE TOWN

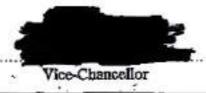
with which is incorporated the South African College

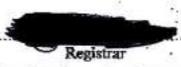
### Degree of Bachelor of Science in Engineering

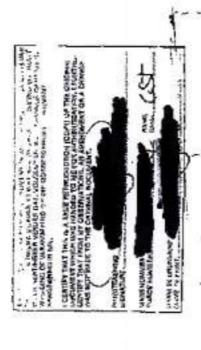
We hereby certify that AYANDA NOAH
was admitted to the Degree of Bachelor of Science in
Engineering in Electrical and Electronic Engineering
on 13 DECEMBER 1989.

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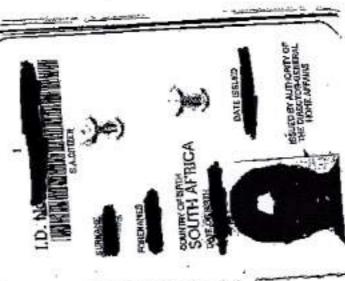


NOTICE OF PERSONAL PARTICULARS

 Any changes to the personal particulars in your ID Book must be communicated to all relevant parties. NOTICE OF CHANGE OF ADDRESS

1. Keep the NOTICE OF CHANGE OF ADDRESS form in this pocket to report a change of address of a change in particular of your present address e.g. rame of street and or street mumber date.

2. Hand in at or post to the nearest; regional/districk office of the DEPARTMENTIOF HOME AFFAIRS



# International **Janagement Centres**

This is to certify that



# Master of Business Administration

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December 2007 at Buckingham



Regional Bean



Registrar



### UNIVERSITY OF THE WITWATERSRAND JOHANNESBURG

TACUTES OF COMMERCE LAW & MANAGEMENT

SCHOOL OF STATE SCHOOL OF STATE

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Personal in and successfully completed the above Programme during

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Department of Communications and Digital Technologies

The Department of Communications and Digital Technologies is inviting applications from persons who are suitably qualified to join the Department as if strives to be the employer of choice in the Public Service and the preferred place in the ICT sector for intellectual stimulation, leadership growth and national contribution.

APPLICATIONS: Please forward your application via email to: (quoting the relevant reference in the aubject line).

Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of all qualification(s), and ID document. Applications received after the closing date will not be considered, e-mailed applications will be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the Bouth African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All Senior Management Service appointments are subject to ascurity clearance procedures before and after assumption of duty, declaration of financial interests within 30 days of appointment, entering into an employment contract and signing of a performance agreement. Competency assessments as well as technical exercises will be conducted for all SMS posts. Before a letter of appointment will be issued, the successful completion of the Public Service Senior Management Leadership Programment as endorsed by the National will be required. If you have School of Government available as an online course on www. not been contacted within three (2) months of the closing date, presse accept that your application was unsuccessful. Please note that CV's automitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(e). Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

CLOSING DATE:

21 August 2020

SMS POST

POSITION:

DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (5 YEAR CONTRACT)

SALARY:

An all-inclusive package of R1 978 533 per annum (Salary Level 16), comprising of a basic salary (70% of package, employer's contribution to the Government Employee Pension Fund (16% of basic salary) and a flexible portion. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

CENTRE:

Pretoria, Hatfield

REQUIREMENTS:

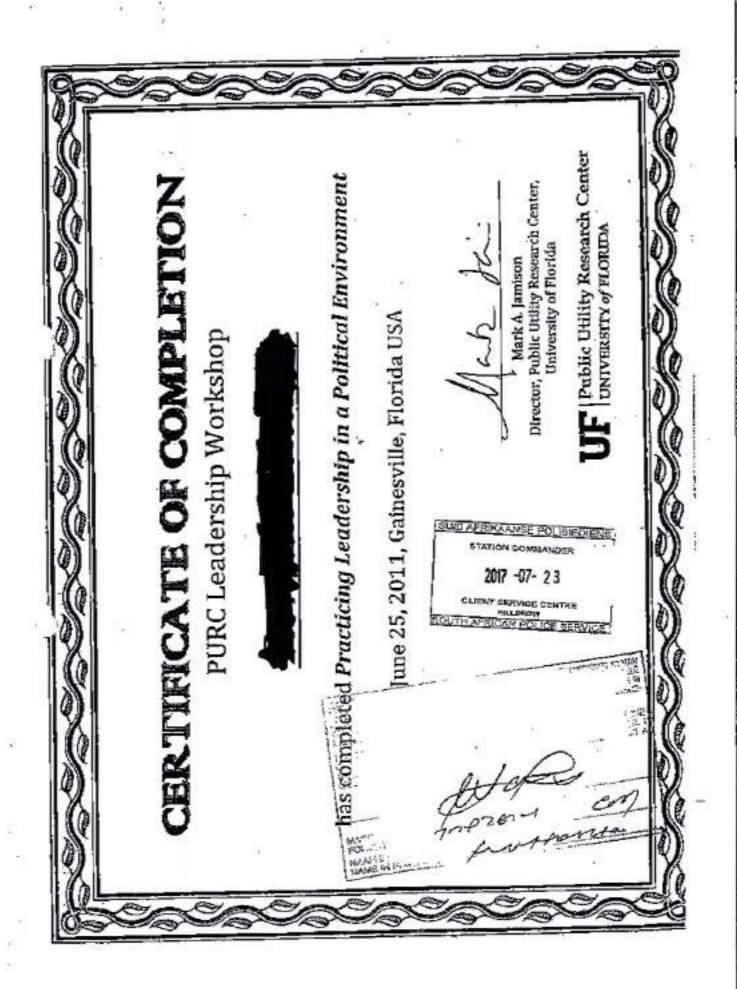
A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment. A Senior Certificate, an Undergraduate Qualification and a Post Graduate Qualification (NQF level (f) as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1995). Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage. Extensive knowledge of the Public Service Regulatory COMPETENCIES: Frameworks, Inclusive but not limited to the Constitution, Public Service Act and Regulations, Public Administration Management Act, 2014 (PAMA), the Public Finance Management Act, 1999, Supply Chain Management procedures and other relevant prescripts. Sound knowledge of the ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery innovation, problem solving skills and analysis attributes. Se client and customer oriented and be computer literate. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / leader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy in terms of the ICT sector.

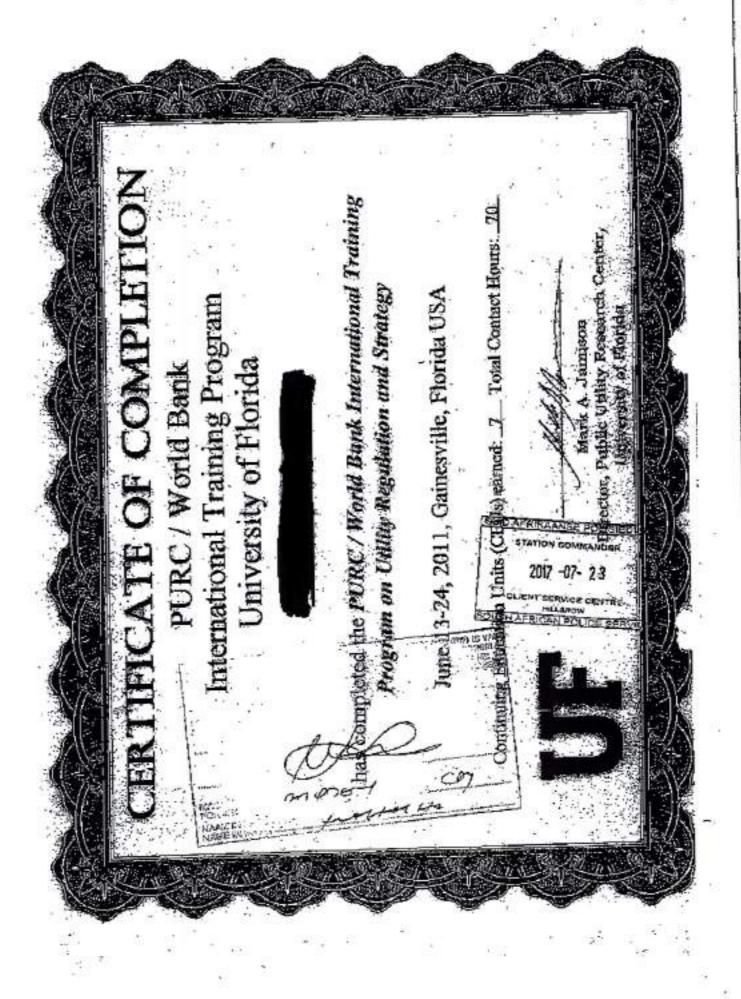
DUTIES:

Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources abocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-serviced areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BIDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive e-strategy. Ensure that all the State-Owned Companies (SDCs) under this department function optimally and deliver on their respective mandates and where necessary they are retionalised in line with the recommendations of the Presidential Review Committee. Facilitate and contribute to the development of modern, sustainable, competitive and affordable Postal and ICT sector in the Republic. Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

ENQUIRIES:







# ertificate of Achievement

is awarded to



In Recognition of Successfully Completing the Program Requirements for

Regulatory Impact Analysis: Methodology for Cost-Benefit Analysis of Regulations July 30 - August 10, 2012

Washington, DC



Director

The Institute for Public- Private Partnerships (IP3)



IPS is authorized by IACET to offer 6.0 CEU's for this program

# Certificate of Achievement

is awarded to



In Recognition of Successfully Completing the Program Requirements for

Public Sector Management, Governance & Fiscal Sustainability

Techniques

April 6-17, 2015

Arlington, VA, USA

David Baxter

Director

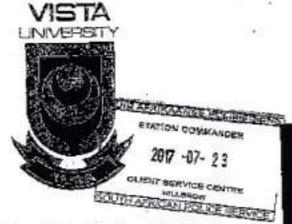
The Insulate for Public- Private Partnerships (IP3)

320 N Courthouse Road, Suite 500, Arlington, VA 22201



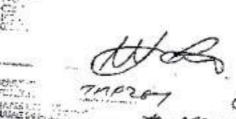


IP3 is authorized by IACET to offer 6.0 CEU's for this program



This is to certify that the three-year degree





was conferred this day at a congregation of the University upon

after complying with the provisions of the Act, Statutes and Regulations of the University

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VICE-CHANCELLOR

Protecta Republic of South Alkisa

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REGISTRAR



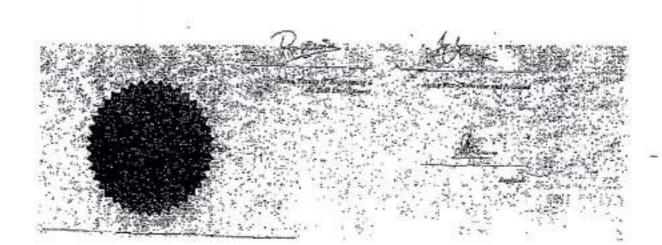


## University of the Witwatersrand, Johannesburg

This is to Certify that on 16 May 2006

having satisfied the requirements is hereby granted the

Graduate Diploma in Engineering
Mining Engineering





### Certificate of Competence

UNIVERSITY OF THE WITWATERSRAND
JOHANNESBURG

FACULTY OF COMMERCE, LAW & MANAGEMENT

GRADUATE SCHOOL OF BUSINESS ADMINISTRATION

MANAGEMENT ADVANCEMENT .
PROGRAMME

STATION CONMANDER

2017 -07- 23

CLIENT CERVICE CENTRE

This is so cortify that

entended and participated in the Programme during the period

TPEGRUARY-22 SEPTEMBER 2006

and has complained all the requirements prescribed for the programme

PER TRACE

Marriage



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Date: 36 December 2006

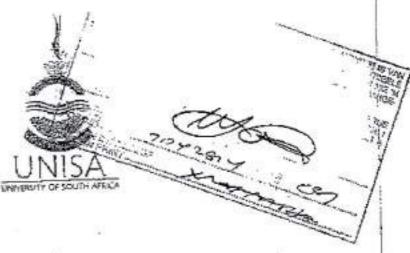
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2017 -07- 23

CLIENT SERVICE CENTRE

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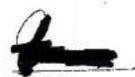


having complied with the requirements of the Highes Edwartion Let and the Institutional Parise and after having completed expregnations of study based on materials provided by The Open University, Milion Kaynes, United Kingdom was admitted to the degree of

## MASTER OF BUSINESS ADMINISTRATION

as a congregation of the University on 14 October 2014

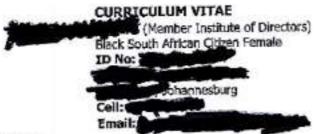






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### BRIEF PROFILE

Misses a seasoned business executive with combined sixteen years work experience in areas of Corporate Strategy, Business Systems Implementation (ISO 9001:2008), Big Capital Project Financing (compilance and monitoring), Corporate Governance, and Financial Management. She also has ten years governance experience that she gained whilst serving in various Boards, Audit and other Committees, Rental Tribunal and lately a Regulating Committee member for ACSA and ATNS. This is coupled with good research and analytical skills, in macro — economics and finance. She is also passionate about good corporate governance practices, with emphasis on leadership effectiveness and business system improvements.

Academically she holds a Post Graduate Diploma in Business Administration (PDBA) from the University of Pretoria's Gordon Institute of Business Science (Gibs), BCOM- Accounting and she is also a qualified Banker with CAIB (SA) from the Institute of Bankers of South Africa, specializing in Risk Management and Management of Credit Risk. She is also a registered Business Accountant in Practice with the Southern African Institute for Business Accountants. She also has a Corporate Governance course (Board Level) from the Institute for Chartered Corporate Secretaries Southern Africa (ICSA). She has also studied towards an MBA at Gibs which she did not complete.

### QUALIFICATIONS

Name of Institution: Status:

Qualifications

University of Johannesburg

Currently Studying

Masters - Industrial Policy Development (Year 1 of 2)

Name of Institution:

Status:

Qualification:

Courses:

Institute of Chartered Secretaries - South Africa

Currently Studying

Chartered Company Secretary

- (i) Corporate Governance Passed
- (ii) Corporate Administration Passed
- (iii) Corporate Secretarial ship, Writing in October 2017
   (iv) Corporate Financial Management Writing October 2017

Name of Institution: Status: Qualification:

Courses Passed:

University of Pretoria`s Gordon Institute of Business Science (Glbs)
Incomplete

MBA.

- (i) Corporate Finance
- (ii) Financial Accounting,
- (iii) Management Accounting,
- (iv) Macro Economics,
- (v) Human Behavior and Performance in South Africa,

### Page 2 of 5

- (vi) Information and Knowledge Management,
- (vii) Value Chain Management

Name of Institution: Completed: Qualification: Courses: University of Pretoria's Gordon Institute of Business Science (Gibs)

December 2010

Post Graduate Diploma in Business Administration [NQF Level 8]

- ((i) Economics-Prices & Markets
- (ii) Financial Accounting
- (iii) Human Resource Strategies,
- (lv) Information & Knowledge Management,
- (v) Innovation & Design,
- (vi) Integrating Structures 8. Processes (Business Strategy).
- (vii) Macro-Economics,
- (viii) Management Accounting,
- (bx) Marketing,
- (x) Operations Management,
- (xl) Organizational Behaviour,
- (xii) Personal 8. Organizational Effectiveness.

Name of Institution: Completed: Qualification: Courses: Institute Of Bankers South Africa

2001

Certificated Associate of the Institute of Bankers (SA) - CAIB (SA)

- Conflict Resolution,
- (ii) Creativity, Innovation and change.
- (iii) Financial Concepts,
- (Iv) Management of Credit Risk,
- (v) Managing Diversity,
- (vi) Practical Law of Bankers,
- (vII) Principles of Marketing,
- (viii) Problem Solving Skills,
- (ix) Property Finance,
- (x) Relationship Marketing,
- (xi) Risk Management,
- (xli) Supervisory Management,
- (xiii) Team Effectiveness

Name of Institution: Completed: Qualification: Courses: University Of Transkel

1999

Boom - Accounting

- (5) Financial Accounting 1 to 3,
- (ii) Taxation 1,
- (iii) Business Management 1,
- (iv) Commercial Law 1 & 2,
- (v) Managerial Accounting and Finance 1,
- (vi) Statistics1,
- (vii) Business Information Systems 1, (viii) Economics 1.

Name of Institution: Completed: Qualification: University Of Natal

2006

Customer Service Diploma

Name of Institution: Completed: University of South Africa

Course:

Auditing theory and practice

Last School Attended:

Nyangilizwe High School

Period:

1993 - 1995

Highest Standard Passed:

Matric

Subjects:

(i) English, (ii) Xhosa, (iii) Biology, (iv) Physical Science, (v) Mathematics

(vi) Geography

### WORK EXPERIENCE - BOARDS AND AUDIT COMMITTEES

### CURRENT POSITIONS HELD

Name of Employer:

Department of Transport

Date: Position: 01 April 2016 to 31 March 2019 Regulatory Committee Member

Reporting to:

Regulating ICASA & ATNS
National Minister Transport Department

National Philister Transport Department

Name of Employer:

National Department of Human Settlements

Date: Position: 13 July 2016 to 31 July 2019

Board Member - Estate Affairs Board

Chairperson - Finance & Investment Committee

Member -Audit & Risk Committee; HR and Remuneration Committee

Reporting to:

National Minister Department of Human Settlements

Name of Employer:

South African National Parks (SANPARKS)

Date:

01 April 2015 to 31 March 2016

Position:

Board Member Audit and Risk Management Committee Member

Remuneration Committee Member

Reporting to:

National Minister Environmental Affoirs

Name of Employer:

South African Heritage Resource Agency (SAHRA)

Position:

Council Member

Date:

01 July 2016 to 30 June 2019

Name of Employer:

Sol Plattle Municipality

Date:

01 September 2014 to 30 August 2017

Position:

Member: Audit; Risk & Performance Management Committee

Reporting to: Municipality Council

PAST GOVERNANCE POSITIONS HELD

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A Set The Bank of the		
South African Heritage Resource Council (SAHRA)	Audit Committee Member     Chairperson Risk Management     Committee	1. 1 July 2013 to 31 July 2016     2. 1 August 2014 to 30 September 2016
Finance and Fiscal Commission of South Africa	Audit, Risk and Performance Committee Member	01 April 2010 to 31 March 2013

National Department of Human Settlement	Board Member – Section responsible for the implementation of the Home Loan and Mortgage Disclosure Act (HLAMDA)	
Mpumalanga Department of Human Settlement	Board Member and Tribunal Member	1 July 2010 to 31 July 2013
Albert Luthuli local municipality	Audit, Risk and Performance Committee Member	1 July 2006 to 31 July 2008
National Home Builders Regulatory Council ( NHBRC)	Fund and Finance Advisory Board Committee of NHBRC	1 August 2006 to 30 September 2008

# CORPORATE CAREER HISTORY SUMMARY

Company Name	Position held	Experience	Duration	Reason for leaving
Eskom Holdings SOC Office of the Company Secretary	Governance Project Manager	Corporate Governance,  Committee Secretariat Work and Corporate Governance and Compliance Advisor.	1 January 2015 to 30 April 2016	Better carear opportunities arose- Appointed as A Regulating Committee Member for ICASA & ATNS.
Change Management Project	Project   Secretariat for the Change   Management   Stream	Committee Secretariat Work and Corporate Governance and Compliance Advisor.	1 January 2014 to 30 April 2015	Secondment period expired
Eskom Enterprise Development Organisational Strategy Department	Senior Advisor Organisational Strategy	Strategy development, implementation and monitoring and evaluation. Scenario Development. Business Systems Development and Implementation	01 October 2011 to 30 April 2015	Better career opportunities arose.
Eskom-Treasury Corporate Division	Advisor: Risk and Portfolio Management	Project Finance portfolio management, Risk, Complianos and liquidity management	01 June 2008 to 30 September 2011	Better career oppostunities arose.
Eskom-Generation Division	Management Accountant	Financial Management, Compliance and Financial Reporting.	01 February 2006 to 30 May 2008	Better career opportunides arose. Moved to Corporate Treasury
Eskom- Distribution Division	Customer Executive	Business Oustomer and Revenue Management	01 December 2004 to 31 January 2006	Better coreer opportunities arose Moved back to Finance

Page 5 of 5

Eskom- Distribution Division	Graduate In Training	Trained in all key financial accounting functions	01 December 2002 to 30 August 2004	Training period was completed.
ABSA Bank now Bardays Bank	Credit Analyst	Analysing and advising on credit risk on business lending applications	AND DESCRIPTION OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED I	

# ADDITIONAL TRAINING

- Institute of Chartered Secretaries Southern Africa: The Role of Company Secretary.
- The Institute of Directors South Africa attended training on Audit and Risk Committee, effectiveness.
- University of Cape Town, Graduate School of Business attended an "Economic Regulation for Energy Sector"
- University of Pretoria's, Gordon's Institute Business School (GIBS) attended a course on "Scenario Planning"

# REFERENCES

Chairpemon Estate Agency Affairs Board
Cell:
Email:

2.
Financial Risk Management Specialist
Cell: the
Email:

3.
Eskom Holdings Ltd
Executive Manager Systems & Projects Delivery
Tel:
Cell:
Email:

4.
Risk Management Specialist
Cell: +
Email:

5. Advocate financial and in private practice

Unit 36
Sunset Gardens, Hefer Street,
Naturena Extension 19
JOHANNESBURG
2195
12 July 2019

The Department of Public Enterprises
Attention: The HR Practitioner
PRETORIA

Dear Sir/Medem

# RE: APPLICATION FOR EMPLOYMENT - DIRECTOR-GENERAL - REF. NO. DPE/2018/010

May you kindly consider the attached resume for the aforementioned position as advertised in The Sunday Times Business Times Careers dated 07/07/2019. I am a mature professional with more than 20 years practical experience from both strategic and technical perspectives acquired from various sectors.

I possess practical experience and have been exposed in the fields such as national budget process, project finance, public finance management, energy sector specialist, construction, corporate governance, risk, supply chain management, human resource and operations management, business process re-engineering, research, policy and strategy development and implementation thereof, budgeting, cost control, economic & technical regulation, compliance monitoring and enforcement, financial analysis, economic and market research, programme & project management, etc.

I have been serving in two boards of two national associations for a combined period of 8 years, namely, the Fossil Fuel Foundation of Southern Africa and the South African National Energy Association.

I am also a professional Coach and Mentor as well as an accredited Assessor and Mederator.

I am capable of working effectively under pressure and can operate at all levels including board and ministerial advisory. Perliament and International bodies such as the World Bank, International Monetary Fund, G20 countries and continental bodies.

Yours sincerely

Head: Energy Portfolio @ OUTA

- Lead Member of NERSA at the South African Energy Association March 2005 to 30 Sept 2015;
- Member of the South African Bureau of Standards on Low amoke fuels August 2003 to Feb 2005; and
- Member of the SAMREC JSE, Mining Task Team on codes of reporting July 2003 to February 2005.

## SECTION F

#### REFEREES

- 1. Senior Manager: Board Secretariat @ NERSA (ex-supervisor) -
- Mahesh Fakir Chief Executive Officer of the National Ports Regulator (former supervisor) – Tel:
- 4. Executive Manager (ex supervisor) Tela
- 5. 471 Emailia Executive Director (CEO) Southern African Youth
- Movement (NGO) Tel :

   OUTA: Chief Operating Officer, current supervisor Tel:

  6. 6t email
- 7. OUTA: CEO Tel: email -

 Authored a published article in the NERSA Quarterly Journal on "Paradigm shift in Regulatory Policies within the Electricity sector" – the global perspective - 2005.

 Seconded to work in the Office of the Board Member: Petroleum Pipelines Regulation due to exceptional performance as a Policy Researcher in the energy sector – October 2005.

 Recognized representative of National Treasury in Forums of engagement – i.e. Conferences; Workshops; Seminars – always invited as Speaker – ongoing basis.

Minister of Finance gave positive written remarks about the contributions I make to the
national policy development framework through constructive inputs into the compilation of
Cabinet Memoranda for the Minister's use at Cabinet on various policy development
options during Committee meetings – during 2008.

Positively influencing the national energy policy direction and witness many of my inputs being approved by Cabinet without questioning due to way in which the details and analysis was comprehensively outlined with recommended alternative courses of action.

 Successfully represented South Africa in the G-20 international committee on energy subsidies and was instrumental in the establishment of the G-20 Energy Working Group.

 Successfully represented South Africa and National Treasury by presenting and giving media Interviews at both local and International conferences without bringing the country into disrepute.

Delivered presentations at ±35 national and international conferences.

# SECTION E

#### MEMBERSHIP(S)

- Regional Energy Regulators' Association Chair of Technical Regulation aubcommittee between 01/04/2012 to 30/09/2015
- Board Member of the Fossil Fuel Foundation of Southern Africa from October 2004 to date:
- Lead representative of South African Government via the Ministry of Finance at the G20 conventions, especially on energy policy and regulation matters – May 2009 to 30/09/2010;
- South African Grid Code Advisory Committee lead member of NERSA 10/10/2010 to 30/09/2015;
- Industry Expert Team lead member of NERSA since October 2010 to 30/09/2015;
- Member of the IDTT, Inter-Ministerial Committee on Energy serve in the working groups dealing with the Country Plan, EEDSM, EDI Restructuring, Effect on the poor, Renewables, etc.
- Lead Member (National Treasury rep) In the South African National Energy Association:
- Lead Member (NT) of the National Electricity Emergency Response Team (NERT) and its Working Groups since January 2008 to 2010;
- Lead National Treasury representative in the Task Team simed at developing and implementing a turn-around strategy for the South African Broadcasting Corporation (SABC) since May 2009 to 30/09/2010 and the Broadcasting Digital Migration National Working Group;
- Tradeable Renewable Energy Certificates (TREC) National Task Team June 2007 to 2010:
- South African Wind Energy Programme (SAWEP) National Task Team February 2008 to 2011;
- Council Member of the Fossil Fuel Foundation of Southern Africa June 2003 to date:
- Member of the National Task Team on the provision of Free Basic Services March 2005 to 2011;

compliance by the petroleum licensees by ensuring that they comply with the license conditions; management of consultants; compile submissions and write reports about findings as well as making presentations to various audiences.

Reason for leaving

Resigned - Offered better employment opportunity at

the National Treasury.

#### SECONDMENT

# Acting Researcher: Petroleum Pipelines

Duties

Desktop research, policy analysis and discussion/ or position papers for decisions on:

 a) Licence application, rules, requirements and conditions,

 b) Access and dissemination of information for tribunals/ public hearings,

 c) Compile reports and write submissions to management and make presentations thereon;
 and

 d) Undertake regulatory responsibilities of the Regulator Members versus performing Secretariat duties

Period

18 October 2005 - 15 April 2006

Previous Employer 6

National Electricity Regulator (NER)

Pasition

Policy Researcher

Period

01 March 2005 - 09 October 2005

Duties

Policy formulation, monitoring and analysis. Conduct research and write articles (includes publication in the

NER Quarterly Journal).

Issues engaged in

Drafted Procurement Management Policy; National Free Basic Services Task Team member; Draft Free Basic Electricity regulation policy; Drafted the NERSA Cellular phone policy; Drafted Asset Management Policy; Undertook various policy reviews and legislation. Evaluated the EEDSM policy; and Stakeholder Policy Input Report on Eskom multi-year price determination; presentations; compile reports and submissions for consideration by the Management Committee (ManCo)

and the NERSA Board.

Reason for leaving

Seconded to the Office of the Board Member

responsible for the national regulation of the petroleum

pipelines industry.

Previous Employer 7

Department of Minerals and Energy (DME)

Position Manager) Period Duties Principal Energy Officer (Programme/Project

06 June 2003 to 28 February 2005

Project management; draw project specifications (farms Of reference; enforce BEE compliance by service monitoring providers/consultants; project evaluation; project site inspections; serve as Project Manager for Coal Discard and Coal Resources and Reserves Inventory: Carbon sequestration in South Africa, serve as Committee Administrator for various National Steering Controlttees established for project implementation purposes; managed own budget worth R28,4 million and ±150 part-time project staff complement; contract and procurement management; policy analysis and implementation of approved Interventions; make presentations as part of the stakeholder management process; compile submissions and write comprehensive reports for utilization by management.

Reason for leaving

Resigned - Received a better offer at a NERSA for a

higher position

Previous Employer 8

Transnet Limited (trading as Spoornet)

Position Period Duties Assistant Manager (Level 610 - Middle management)

02 February 1995 to 05 May 2000

Undertaking market research and competition analysis; conduct benchmark studies with international railroads;

spot market analysis; price analysis; contract

management; making presentations to management

management, making presentations to management and various atakeholders; undertake market segmentation modeling; give input to the strategic planning and business planning process; sectoral scanning; industry analysis; play an integral role in the next week business planning for the general coal freight business and the export business; developed a database on reil rate (export line) historical trends; compilation of submissions and report writing.

#### SECTION D

#### CAREER HIGHLIGHTS (ACHIEVEMENTS)

 Mentoring and Coaching Young/Emerging Entrepreheurs – The Innovation Hub Mentorship Programme since 2012 to date.

 Best Project Manager of the Year – received a Rising Star Award from the Minister of Minerals and Energy for exceptional performance – December 2004.

# SUMMARY PROFILES OF ICASA COUNCIL NOMINEES (OCTOBER 2019)

Candidate 1	
Name:	
Sex:	Male
Age:	41
Qualifications: Diploma in Journa Multi-Cultural Leads	B. Com (Law) (current); B.Tech in Journalism; National lism; Certificate in Multimedia Management; Certificate in ership Foundation
Occupation:	Managing Director
Department and N	for: HUNDREDflowers Integrity and Reputation stegrity Compliance and Ethics Solutions, NTP Radiosotopes; viinistry of Public Enterprises, Department of Agriculture, ries, Walter Sisulu University; Northern Cape Department of ment, Tourism and Conversation.
Board Membership	: Nohê
Nominated by:	
Candidate 2	6500
Name:	
Sex	Male
Age:	45
Qualifications: Management Prog Masters in Busine Administration.	Senior Education Diploma, BA, BA Honours, Advanced gramme, Certificate in Labour Relations, MA (Afrikaans), as Administration, Doctor of Philosophy in Business
Occupation:	Governance and Intergovernmental Relations Manager
Companies works	ed for: Metsimaholo Local Municipality, North West University, Free State Department of Education,

Clicks Store, Vista University

None

Board Membership:

Nominated by:

Candidate 3

Name:

Sex:

Male

Age:

45

Qualifications:

B. Proc

Occupation:

Legal and Policy Advisor

Companies worked for:

Independent Communications Authority of South

Africa, Department of Communications, Edward Nathan Sonnenbergs

Board Membership:

None

Nominated by:

Nathan Oliphant

Candidate 4

Name:

Sex:

Male

Age:

45

Master of Business Administration, Master of Science in Qualifications: Electronics, Master of Science in Electrical Engineering, Bachelor of Science Honours, Bachelor of Commerce, Bachelor of Science (Computer Science and information Systems), Bachelor of Science (Mathematics, Computational and Applied Mathematics), Postgraduate Diploma in Computer Auditing, Diploma in Network Security Workshop, Diploma in Datametrics (Computer Science)

Occupation:

Chief Risk Officer

Central University of Technology, International Companies worked for:

Business Research (Pty) Ltd, Chemical industries. Education and Training Authority(CHIETA), State Information Technology Agency (Pty) Ltd, Electronic Communication Security (Pty) Ltd, Department of Finance and Economic Development, National Intelligence Agency, Council for Scientific and

Industrial Research.

Board Membership:

South African Special Risk Insurance, Trans-

Caledon Tunnel Authority

Nominated by:

Candidate 5

Name:

Sex:

Male

Age:

44

Qualifications:

Postgraduate Diploma in Labour, Bachelors in

Management and Leadership, Executive Management Development Programme

Occupation:

Director

Companies worked for:

Department of Roads and Public Works, Department

of Economic Development & Tourism, Northern

Cape Gambling Board, ABSA, All Pay and Telkom.

Board Membership:

None

Nominated by:

Candidate 6

Name:

Sex:

Male

Age:

55

Qualifications:

Master of Business Administration and Mechanical

Engineering (African History)

Occupation:

Managing Director

Companies worked for:

Novelto Projecys and Dot Advisors, Nedbank

Capital, Emergia Solutions, Barnad Jacobs Mellet, M-Net, MutlicholceSA,

Boumat Ltd, Eskom

Board Membership:

Previously served on HFR and NEMISA Boards

Nominated by:

Candidate 7

Name:

Sex:

Male

Age:

46

Qualifications:

National Diploma in Analytical Chemistry, Diploma in Youth

Development, Leadership Development Programme, Digital Multimedia Management and Regulation and Public Sector Corporate Governance

Occupation:

Managing Director

Companies worked for:

Khabu Solutions, Buffalo City Development Agency,

Aspire, Nelson Mandela Institute, CKI FM

Board Membership: Aspire

Nominated by:

Candidate 8

Name:

Sex:

Male

Age:

62

Qualifications:

BA in Political Science, History and Psychology, BA Honours in Political Science, Master's Degree in International Relations,

Master's Degree in South Africa Political Economy.

Occupation:

Refired

Companies worked for:

Eskem, Microsoff, Parliament of South Africa,

Department of Education

Board Membership:

Information Technology Association of South Africa

Nominated by:

Candidate 9

Name:

Sex

Male

Age:

67

Qualifications:

Master of Business Leadership, B.Sc. Honours in

Computer Science, B.Sc. in Computer Science

Occupation:

Co-Founder and Director

Companies worked for:

Grey Matter Consulting (Pty) Ltd; Department of

Defence; Department of Justice and Constitutional Development; Siemens IT Solutions and University

of Pretoria.

Board Membership:

None

Nominated:



#### Candidate 10

Name:

Sex:

Female

Age:

42

Qualifications:

Bachelor of Business Science and Matric.

Occupation:

**Chief Operations Officer** 

Companies worked for:

RE/MAX of Southern Africa, Z-Capital Group, Lizizi

Consulting, Accenture (UK&SA)

Board Membership:

Estate Agency Affairs Board, RE/MAX Southern

Africa and Better Life Group

Nominated by:

THE REAL PROPERTY.

#### Candidate 11

Name:

-

Sex

Male

Age:

25

Qualifications:

Matric

Occupation:

Presidential Commission on 4IR

Companies worked for:

Presidency, Invest in Future Currency, NDA

Logistics, Foodz Holdings, NDA Media

Board Membership:

Presidential Commission on 4IR

Nominated by:



#### Candidate 12

Name:



Sex:

Female

Age:

48

Qualifications:

Master's Degree in Fine Arts and Matric

Occupation:

Consultant / Managing Director/Lecturer

Companies worked for:

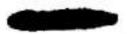
Big Fish Film School, RIA Reputation Insight

Agency, Parliament of RSA

Board Membership:

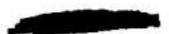
Media Development and Diversity Agency

Nominated by:



# Candidate 13

Name:



Sex:

Male

Age:

58

Qualifications:

Master of Arts in Development Economics, Bachelor of Arts

in Economics, Diploma in Business Administration (Accounting) and Matric.

Occupation:

Commissioner

Companies worked for:

National Planning Commission, Public Protector,

ICASA, Black Management Forum, National Gambling Board, Minister of Labour, Department of Science and Technology, DBSA, TelkomSA and FNB

Board Membership: National Planning Commission, Statistics South Africa, National Library of South Africa, National Heritage Council.

Nominated by:

\_

#### Candidate 14

Name:

- المالية

Sex

Male

Age:

48

Qualifications:

Bachelor of Education Honours, Higher Education Diploma,

Senior Teacher's Diploma and Matric

Occupation:

Deputy Director

Companies worked for:

Western Cape Education Department and False Bay

TVET Callege.

Board Membership: None

Nominated by:

#### Candidate 15

Name:

THE RESERVE TO SERVE TO SERVE

Sex:

Female

Age:

35

Qualifications: Diploma in Information Technology, Diploma in Project Management, Diploma in Payrol, Microsoft Certified Information Technology Professional

Occupation:

Managing Director

Companies worked for:

Sigma IT, 3H Consulting Services.

Board Membership:

None.

Nominated by:

Candidate 16

Name:

Sex:

Famale

Age:

46

Qualifications:

Bachelor of Science, ND Electrical Engineering, Certificate in Financial Management, Masters of Management in ICT Policy and Regulation

Occupation:

Not clear on CV

Companies worked for:

TFR Training Institute, Telkom, Ziko Business

Solutions, Transnet, ICASA, Transfel and SATRA

Board Membership: None

Nominated by:

Candidate 17

Name:

Sex:

Female

Age:

65

Qualifications:

Bachelor Degree in Public Administration and Master's in

Business Administration.

Occupation:

Not clear on CV

Companies worked for:

Naledi Local Municipality, National Department of

Public Works, Mmabatho Regional Office

Board Membership: Consumer Court in Mahikeng and North West Names

Committee

Nominated by:

Candidate 18

Name:

Amazotsho Investment Holdings, Department of Companies worked for:

Transport, Ministry of Transport, Ministry of Higher Education and Training, Schloss Consulting, Local

Government Sector Education and Training

Authority, Smile Communications, Eclipse Multiplay

and Electronic Communication Security

Board Membership: Engineering Council of South Africa and Amazotsho

Investment Holdings

Nominated by:

#### Candidate 56

Name:



Sex

Female:

Age:

60

Qualifications:

Bachelor of Social Science, Bachelor of Social Science

Honours Degree and Matric

Occupation:

Commissioner

Companies worked for:

Public Service Commission, South African Broadcasting Corporation, Department of Communications, Commission on

Gender Equality, University of Natal and Speak Women's Magazine

Board Membership: Public Service Commission

Nominated by:

Commissioner

# Candidate 57

Name:



Sex

Male

Age:

42

Master of Business Administration, Professional Certificate Qualifications: in Chief Information Officer Practice, Certified Information Systems Security Professional, National Diploma in Software Development and Matric.

Occupation:

Group Chief Information Officer and Chief Digital

Officer

Honours in Accounting, Postgraduate Diploma in International Tax and M. Com in SA and International Tax.

Occupation:

Managing Director/Regional Director

Companies worked for: FD Centre, Gioberti Investments, Emfuleni Voerkrale (Pty) Ltd, The Lamb Shack (Pty) Ltd, Citigroup, FirstRand Banking Group

Board Membership: South African Diamond and Precious Metals Regulator, Manufacting, Engineering and Related Services SETA, Metsimaholo Local Municipality and National Museum.

Nominated by:

## Candidate 54

Name:

Sex

Female

Age:

44

Qualifications: Master of Business Leadership, Master of Philosophy in Economic Policy, Bachelor of Social Science Honours in Economics, Bachelor of Social Science and Matric.

Occupation:

Manager

Companies worked for: Competition Commission South Africa, Department of Education and Department of Public Enterprises.

Board Membership:

None

Nominated by:

National Association of Broadcasters

#### Candidate 65

Name:

Sex:

Male

Age:

42

Qualifications: Master in Business Administration, National Diploma in Electrical Engineering and Matric.

Occupation:

Executive Chairman

Companies worked for: Presterpaint Manufacturing, CyberCure Information Security, Gauteng Department of gooperative Governance and Traditional Affairs, Wolfpack Information Risk, First National Bank, Comastone IS, Hardwarecare IT Solutions and Accenture.

Board Membership: None

Nominated by:

THE REAL PROPERTY.

Candidate 58

Name:

Sex:

Male

Age:

46

Qualifications: Master in Management in Public Policy and Regulation Management and Postgraduate Degree in Telecommunications, media and ICT Policy for Development,

Occupation:

General Manager

Companies worked for:

SAP University Alliance, Department of Science and

Technology, Forge Ahead, OSISA and Wits University

Board Membership:

Action Aid South Africa

Nominated by:

Candidate 59

Name:

Sex:

Male

Age:

72

Qualifications:

Bachelor of Science in Electrical Engineering, Datametrics

Diploma and Matric

Occupation:

Consultant in Telecommunications Wireless Solutions

Companies worked for:

Tellumat Integrated Solutions and Eskom Holdings

Board Membership: None

27

Nominated by:

Candidate 60

Name:

Sex:

Female

Age:

48

Qualifications:

Doctor Technologiae in Business Administration, Master

Legum in Human Rights, LLB and B.luris

Occupation:

Legal and Governance Practitioner

Companies worked for: UNISA, National Consumer Tribunal, Aviva Business Consulting, Public Protector South Africa, National Department of Transport, SASSA, Central University of Technology and Bloemfontein Bar.

Board Membership: International Association of Certified Fraud Examiners Advisory Council, Road Accident Fund, South African Institute of Drug-Free Sport, Aviva Business consulting

Nominated by:

Candidate 61

Name:

-

Sex:

Female

Age:

64

Qualifications: PhD in Public Affairs: Policy Development and Implementation, M.Sc. in Science Education, B.Sc, Certificate in Management of Training Institutions, Certificate in Training Policy and Curriculum Design and Certificate in Project Management

Occupation:

Managing Director

Companies worked for: Real African Works Industries (Pty) Ltd, lingcaphaphe Metallurgical Services, Onderstepoort Biological Products, Safety and Security Seta, South African Qualifications Authority and Kovolavo Consulting.

Board Membership:

South African Qualifications Authority Board and

DTI Special Development Zones

Nominated by:

Candidate 62

Name:

Sex

Male

Age:

67

Qualifications:

National Diploma for Technicians, National Higher Diploma

in Management Practice and Matric

Occupation:

Independent Consultant

Companies worked for:

Linden Petzer Consulting, Department of

Telecommunications and Postal Services and South African Council for Space

Affairs.

Board Membership:

Not clear on CV

Nominated by:

National Association of Broadcasters

Candidate 63

Name:

Sex:

Male

Age:

50

Qualifications:

BA Honours in Economics, BA in Mathematics and

Economics and Matric

Occupation:

Not clear on CV

Companies worked for:

National Consumer Commission, Development Bank

of Southern Africa and ICASA

Board Membership:

None

Nominated by:

Self-Nomination

Candidate 64

Name:

Sex

Male

Age:

52

Qualifications:

National Diploma in Data Processing Management, CIO Certificate, Leadership Advancement Programme and Certificate in Project

Management

Occupation:

Managing Director / Founder

Companies worked for:

BLR Business Consulting, Vula Investment

Holdings, Ndizani, Kusile Computers, Group 5

Roads

Board Membership:

None

Nominated by:

Candidate 65

Name:

Sex

Male

Age:

79

Qualifications:

Doctor of Philosophy, Master's Degree and Diploma in

Chartered Society of Physiotherapy.

Occupation:

Honorary President

Companies worked for:

South African National Council for the Blind, South

African Disability Development Trust

Board Membership:

South African Breweries - Trustee

Nominated by:

Candidate 66

Name:

Sex:

Male

Age:

74

Qualifications:

M. Engineering in Electronics, B.Sc Honours Degree in

Electrical Engineering and B.Sc in Electrical Engineering.

Occupation:

Consultant in the Telecommunications sector

Companies worked for:

Independent Communications Authority of South

Africa, Kapele Telecommunication Network,

Motorola, Sentech and CSIR.

Board Membership:

None

Nominated by:



#### Candidate 67

Name:



Sex:

Female

Age:

43

Qualifications:

PhD in Cultural & Media Studies, Master of Arts In Media & Cultural Studies, BA Honours in Broadcasting Studies, Diploma in Applied

Journalism and Matric

Occupation:

Executive Dean: Faculty of Arts & Design

Durban University of Technology, Global Alliance for Companies worked for: Improved Nutrition, Development Bank of Southern Africa, Gender Links and Media institute of Southern Africa-South Africa.

Board Membership:

DHET Creative Outputs and Innovations Advisory

Panel, National Institute for the Humanities and Social Sciences, South African Humanities Deans Association and South African Centre for Digital

Language Resources

Nominated by



#### Candidate 68

Name:

Sex

Male.

Age:

62

Qualifications:

B.Sc Honours in Engineering and MDP

Occupation:

Not clear on CV

Companies worked for: Independent Communications Authority of South Africa, AfriSPA, ISPA, QuickStep/ZAnet, De Beers / Anglo Group, National

Telephone System

Board Membership: None

Nominated by:



#### Candidate 69

Name:

Sex:

Male

Age:

46

Qualifications: Master of Arts in ICT Policy & Regulation, Certificate in ICT Policy and Regulation, Programme for Management Development, Certificate in Practical Project Management and National Diploma in Electrical Engineering.

Occupation:

Special Advisor to Minister

Companies worked for:

Ministry of Communications & Digital Technologies,

ICASA, Wits Link Centre, Ericsson, SAAB-Grintek and Transtel.

Board Membership:

None

Nominated by:



## Candidate 70

Name:

التراجع التراسعة

Sex:

Male

Age:

57

Qualifications: Certificate of Proficiency in Telecommunication, National Diploma in Telecommunication, Certificate in Telecommunication Policy, Management and Regulation and Diploma in Human Resources Management.

Occupation:

Complaints and Compliance Committee member

Companies worked for:

Independent Communications Authority of South Africa, MICT Seta, Mpumalanga Regional Training Trust and TelkomSA Limited.

Board Membership:

None

Nominated by:



#### Candidate 71

Name:



Sex:

Female

Age:

32

Qualifications:

Bachelor's Degree in Psychology & Organisational

Psychology and NQF Level 5 Radio Broadcasting.

Occupation:

Chief Executive Officer / Founder

Companies worked for:

Nonala Tose Productions (Pty) Ltd, South African Broadcasting Corporation, Clicks Live Retail Radio, Kaya FM, Heads Up Africa

Radio, Midrand Community Radio, Marie Claire Magazine and YFM

Board Membership: None

Nominated by:

Self-Nomination

#### Candidate 72

Name:

Sex:

Male

Age:

55

Certificate in ICT Policy and Management, International Qualifications: Voice and Data Traffic Management, National Diploma for Electrical Engineers and Matric.

Occupation:

Independent Specialised ICT Expect Consultant

Jethro Consulting Solutions (Pty) Ltd, Vodacom Companies worked for: South Africa, South African Communications Forum and TelkomSA Limited. Board Membership:

Leratong Provincial Hospital

Nominated by:



#### Candidate 73

Name:

Sex:

Male

Age:

49

Qualifications:

Certificate in Project Management, Certificate in Competition Law, Certificate in Telecommunications Law, Executive

Development Programme, B. Proc (Law) and Matric

Occupation:

Founder and Director

Companies worked for.

Tsotetsi Attorney's Inc., Law Society of South Africa,

Independent Communications Authority of South Africa and Vista University.

Board Membership:

None

Nominated by:

National Association of Broadcasters

#### Candidate 74

Name:

Sex:

Male

Age:

48

Master of Business Management and Administration, Qualifications: Bachelor of Accounting Sciences Honours Degree, Bachelor of Commerce and Advance Diploma in Accounting Sciences

Occupation:

Independent Governance Practitioner

Independent Development Trust, Ntinga O.R. Companies worked for: Tambo Development Agency, Eastern Cape Municipal Support Services, Presidential Project Team and Price Waterhouse Meyernel and PDB Pretorious Dondashe.

Board Membership: None

Nominated by:

-

Candidate 75

Name:

Sex

Male

Age:

56

Qualifications: Master of Arts in the Field of ICT Policy & Regulation, Managing the Telecommunications Environment, Policy & Regulation, National Higher Diploma and Leadership & Management Development Programme

Occupation:

Councillor

Companies worked for: Independent Communications Authority of South Africa, Neotel, Pygma Consulting, Department of Communications, PSITEK (Pty) Ltd and SATRA.

Board Membership:

ICASA Council

Nominated by:

# CURRICULUM VITAE OF

#### PERSONAL DETAILS

SURNAME FIRST NAMES

TITLE

GENDER

DATE OF BIRTH

ID NUMBER

NATIONALITY

MARITAL STATUS

DEPENDANTS

DRIVER'S LICENCE

HEALTH STATUS

POSTAL ADDRESS

: MRS

: FEMALE

: SOUTH AFRICAN

: WIDOWED

:02

: CI

: GOOD

: PO BOX 1586

LENYENYE

TELEPHONE (WORK)

FAX (WORK)

CELL NUMBER

# **EDUCATIONAL DETAILS**

NAME OF INSTITUTION

: UNISA

COURSE

: MASTER OF ARTS IN COMMUNICATION SCIENCES

(FULL DERSERTATION) (MCOMPT)

YEAR

: CURRENT

NAME OF INSTITUTION

: UNISA

COURSE

: BA HOUNORS INT ORG. COMMUNICATION (NOF 8)

SUBJECT PASSED

: COM 4805 - INTERGRATED COMM AND ORGAN

COM 4805 - ORGANISATIONAL COMM. THEORY

COM 4807 - MARKETING COMM, ADVERTS PUBLIC

RELATIONS

COM4806 - ORGANISATIONAL COMM

YEAR PASSED

2018

INSTITUTION

Y 1. 努

: WITS SCHOOL OF GOVERNANCE

COURSES PASSED

: LEADERSHIP IN MUNICIPAL GOVERNANCE (NOF 7)

in the state of

LEADERSHIP AND PUBLIC VALUE

GOVERNANCE AND OVERSIGHT

POLICY STRATEGY AND PLANNING

LOCAL ECONOMICS AND FINANCE

YEAR PASSED

: 2017

NAME OF INSTITUTION

: UNIVERSTITY OF PRETORIA

COURSE

: MUNICIPAL FINANCIAL MANAGEMENT

QUALIFICATION

: NOF LEVEL 6 (SUBJECTS PASSED ARE AVAILABLE ON REQUEST

NAME OF INSTITUTION

: UNISA

QUALIFICATION

: THIRD LEVEL COMMUNICATIONS (for Honours Admission)

SUBJECTS PASSED

: SEPEDI PUBLIC RELATIONS(NSP131 - (66), MARKETING

COMMUNICATIOS (COM 371 -(63), INTERNAL

COMMUNICATIONS (COM3705) -(60), MEDIA STUDIES :INST, THE & ISSU (COM 3703 - (62), MEDIA STUDIE: CONT, AUD & PROD -(50), NEW MEDIA TECHNOLOGY (COM 3704) - (71), AND

COMMUNICATION RESEARCH (COM 3706) - (52)

YEAR

: JANUARY 2015

NAME OF INSTITUTION

: UNISA

QUALIFICATION

: NATIONAL DIPLOMA IN PUBLIC RELATIONS

SUBJECTS PASSED

: COMMUNICATION SCIENCE, LEVEL 1 TO 3, PUBLIC RELATION, LEVEL 1 TO 3, MEDIA STUDIES, LEVEL 1 TO 3, BUSINESS

MANAGEMENT, COMMUNICATION IN ENGLISH, MARKETING, INDUSTRIAL RELATIONS, COMMERCIAL LAW, PSYCHOLOGY,

PREPRAC

YEAR OBTAINED

: 2010

NAME OF INSTITUTION

: UNIVERSITY OF JOHANNESBURG

QUALIFICATION

: SHORT LEARNING PROGRAMME

SUBJECT PASSED

: LOCAL DEMOCRACY AND LOCAL GOVERNANCE (LODLOG)

NOF LEVEL: 5

YEAR

: 2013

NAME OF INSTITUTION

QUALIFICATION

: TECHNIKON PRETORIA

: LOCAL GOVERNMENT CERTIFICATE

SUBJECTS PASSED

: LEGISLATIONS, STRUCTURES ACT, HUMAN RESOURCE, COMMUNICATION, PRESONNEL EFFECTIVENESS, ETHICS,

PROJECT

MANAGEMENT, FINANCIAL MANAGEMENT

YEAR OBTAINED

: 2003

NAME OF INSTITUTION

: UNISA

QUALIFICATION

: PUBLIC MANAGEMENT AND DEVELOPMENT

SUBJECTS PASSED

: PUBLIC OFFICE MANAGEMENT

YEAR OBTAINED

: 2003

NAME OF INSTITUTION

: UNISA

QUALIFICATION

: HUMAN RESOURCE MANAGEMENT

SUBJECTS PASSED

: PERSONNEL MANAGEMENT

YEAR OBTAINED

: 2001

NAME OF INSTITUTION

: GRACE SHOPE MAPULANENG COMPUTER SCHOOL

QUALIFICATION

: SECRETARIAT DIPLOMA

SUBJECT PASSED

: OFFICE PRACTICE, COMMUNICATION, ACCOUNTING, TYPING

45WPM, COMPUTER PRACTICE

YEAR OBTAINED

: 1994

INSTITUTION

: SEKABA HIGH SCHOOL

HIGHEST GRADE PASSED

: GRADE 12

YEAR OBTAINED

: 1992

# PROFESSIONAL OR WORK EXPERIENCE

# SERVICE DELIVERY EXPERIENCE

NAME OF INSTISTUTION

: GREATER TZANEEN MUNICIPALITY

: COUNCIL SPEAKER

DUTIES

: PROCESSING AND ADOPTING OF BY-LAWS, PRESIDING OVER COUNCIL SITTINGS, LIAISING WITH COMMUNITIES, DISPUTES RESOLUTIONS, AND ALL ATTENDING TO ALL COUNCIL MATTERS. RESPONSIBLE FOR PUBLIC PARTICIPATION, LIASING WITH ALL STAKEHOLDERS INTERNAL AND EXTERNAL, RESPONSIBLE FOR

IDP/PMS AND BUDBGET

DURATION

: AUGUST 2016 TO DATE

NAME OF INSTITUTION : GREATER TZANEEN MUNICIPALITY

POSITION

: MAYOR -

DUTIES

1

PROCESSING AND ADOPTING OF BY LAWS. HEAD OF THE MUNICIPAL AREA, LIAISING WITH COMMUNITIES ON MATTERS OF COUNCIL AND ALL

DEPARTMENTS, RESPONSIBLE FOR PUBLIC PARTICIPATION.

CEREMIONIAL ACTIVITIES

DURATION

NAME OF INSTITUTION : LETABA HOSPITAL

POSITION

: COMMUNICATION LIASON OFFICER

DURATION

DUTIES

- LIAISE, STRENGTHEN AND PROVIDE SUPPORT TO GOVERNMENT STRUCTURES
- COORDINATE VOLUNTEER PROGRAMMES IN THE HOSPITAL AND DISTRICT.
- LIASE WITH HEALTH AND SOCIAL DEVELOPMENT ORGANISATIONS AND OTHER. RELEVANT STRUCTURES THAT OPERATE IN THE AREA OF THE INSTITUTION.
- ASSIST PROVINCIAL OFFICE WITH THE MEDIA AND COMMUNICATIONS ACTIVITIES INCLUDING MANAGEMENT PROJECTS, FUNCTIONS AND MEETINGS
- ADVICE INSTITUTIONAL MANAGEMENT, MAKE STRATEGIC INTERVENTION ON SERVICE DELIVERY

NAME OF INSTITUTION : PARLIAMENT OF SOUTH AFRICA

POSITION

: ADMINISTRATOR/ PARALEGAL SECRETARY

DURATION

DUTIES

- LINKING THE GOVERNMENT WITH THE COMMUNITY
- ASSISTING COMMUNITIES TO INITIATE PROJECTS, DRAWING BUSINESS PLAN. PROPOSAL AND PROJETS CONSTITUTIONS
- ADVISORY OFFICE
- HELP COMMUNITIES WITH LAND CLAIM COMPENSATION CLAIMS
- HANDLING SOCIAL PROBLEMS
- RESOURCE CENTRE FOR GAZETTE, BILLS AND ACTS

NAME OF INSTITUTION : LESEDI COMMUNITY DEVELOPMENT ASSOSCIATION

POSITION

: SECRETARY

DURATION

DUTIES

- ADMINISTERING OFFICE DOCUMENTS
- MANAGING SUPERVISOR'S DIARY
- DRAFTING BUSINESS PLANS
- RECEIVING AND MAKING CALLS
- PREPARING PAYROLL
- ARRANGING ACCOMMODATION FOR STAFF

MONITORING TIME FLOW STUDY AND PATIENT SATISFACTORY SURVEY.

#### EVENT MANAGER - MANAGE ALL HOSPITAL AND DISTRICT EVENTS

# COORDINATE THE IMPLEMENTATION OF ALL THE HOSPITAL EVENTS

MANAGE ALL DISTRICT EVENTS AND AWARD CEREMONIES

#### COORDINATE VOLUNTEER PROGRAMS

- COORDINATE VOLUNTEERS TO DO TIME FLOW STUDIES
- FACILITATE THE DEVELOPMENT OF THE UNIT POLICIES
- FACILITATE AND CONDUCT STAFF AND CLIENT SATISFACTION SURVEYS.
- FACILITATE IMPROVEMENT PLAN PROJECTS
- COORDINATE THE IMPLEMENTATION OF BATHO-PELE PRINCIPLES.
- PARTICIPATE IN THE DEVELOPMENT OF INSTITUTIONAL POLICIES.
- CONDICT DOCUMENTATION AND COMMUNICATION AUDITS ON MONTHLY BASIS
- INITIATE INCENTIVE SYSTEM IN THE HOSPITAL MONTHLY AWARDS GIVING CEREMONY

#### COMMUNITY AND POLITICAL ACTIVITIES

- 2008-DATE: THE PEC MEMBER OF THE ANCWL LIMPOPO PROVINCE (EX-OFFICIO).
- Z011 TO 2016: DEPUTY CHAIRPERSON OF SALGA LIMPOPO
- 2010 TO DATE: CHAIRPERSON OF ANCWL MOPANI REGION
- 2009 TO DATE: MEMBER OF ANC REGIONAL WORKING COMMITTEE
- 2007 TO DATE: MEMBER OF ANC REGIONAL COMMITTEE MOPANI REGION
- 2005 2008 : MEMBER OF SCHOOL GOVERNING BODY: MOIME PRIMARY SCHOOL
- 2002 2010 : DEPUTY SECRETARY OF ANCWL MOPANI REGION
- . 2003 2006 : MEMBER OF COMMUNITY POLICING FORUM
- 2000 2006 : MEMBER OF MO(ME CLINIC COMMITTEE
- 2000 2005 : MEMBER OF WARD COMMITTEE (WARD 12)
- 1999 2002 : MEMBER OF MOIME STEERING COMMITTEE
- 1997 2002 : SECRETARY OF ANCWL NORTH-EAST REGION
- 1996 ~ 1999 : LEADER OF SUNDAY SCHOOL: MOIME CHURCH
- 1995 2000 : COORDINATOR OF TRANSITIONAL LOCAL COUNCIL.
- 1995 1997 ; SECRETARY OF ANC: MOIME BRANCH
- 1994 1995 : MEMBER OF NAZARENE YOUTH CHURCH: MOIME
- CHAIRPERSON: SOCIAL CLUSTER AND MOPANI REGION
- CHAIRPERSON: DISASTER COMMITTEE GTM
- SAFETY AND SECURITY ANCWL MOPANI REGION

NAME OF COMPANY

: GREATER TZANEEN MUNICIPALITY

POSITION

: PR COUNCILLOR

DURATION

: 2000 TO DATE

DUTIES

1

- EXECUTIVE COMMITTEE MEMBER 2000 TO DATE
- GENERAL DEVELOPMENT OF GREATER TZANEEN MUNICIPALITY
- DRAFTING BY-LAWS
- RECOMMENDING RESOLUTIONS TO BE ADOPTED BY COUNCIL
- DRAFTING IDP, ACT AS LINK BETWEEN THE COMMUNITY AND THE MUNICIPALITY
- POVERTY ERADICATION AND ECONOMIC DEVELOPMENT

# KNOWLEDGE, SKILLS AND COMPETENCIES

#### STRATEGIC MANAGEMENT AND LEADERSHIP SKILLS

- PEOPLE DEVELOPMENT AND INNOVATION IN SERVICE DELIVERY
- SERVICE DELIVERY STANDARD SETTING
- CHANGE MANAGEMENT
- EXCELLENT RESEARCH SKILLS
- COMPUTER LITERACY
- DIVERSITY MANAGEMENT
- EXCELLENT RESEARCH SKILLS
- FACILITATION, TRAINING AND COACHING SKILLS
- BATHO-PELE PRINCIPLES
- KNOWLEDGE OF QUALITY ASSURANCE SYSTEM
- ORGANISATIONAL SKILLS
- COMMUNICATION SKILLS
- REPORT WRITTING SKILLS
- PROJECT MANAGEMENT SKILLS
- NATIONAL HEALTH ACT AND PROVINCIAL HEALTH ACT
- PFMA AND TREASURY REGULATIONS
- CRITICAL AND ANALYTICAL SKILLS
- INTERPERSONAL SKILLS
- LABOUR RELATIONS ACT
- KNOWLEDGE OF PMS

#### COMMUNITY WORK RELATED ACTIVITIES

- ADVISING THE CHIEF EXECUTIVE OFFICER OF THE PROVINCIAL HOSPITAL(LETABA HOSPITAL)
- MAKE RECOMMENDATIONS IN CONNECTION WITH MATTERS REFFERED TO IT BY CEO.
- MAKE RECOMMENDATIONS IN CONNECTION WITH MATTERS REGARDING THE APPOINTMENT OF THE CEO.
- REPRESENT COMMUNITY NEEDS IN THE HOSPITAL MANAGEMENT, UNK BETWEEN COMMUNICATION AND DEPARTMENTS
- INFORMING THE COMMUNITY ABOUT DEVELOPMENT IN THE HOSPITAL CONCERNED
- OVERSEE HOSPITAL PERFORMANCE BY INSPECTING THE FACILITIES AND GROUNDS OF THE HOSPITAL

ANNEXURE A: LIST OF CANDIDATES THAT IS RECOMMENDED FOR INTERVIEWS BY THE SELECTION PANEL FOR BOARD APPOINTMENT OF AMATOLA WATER FOR THE PERIOD 2020 TO 2024

	Name	. Race	Gender	Qualification  Engineering And Construction	Experience	Location
"	l	ţ	•	Diploma in Andhitecture	Building construction, both residential and larger structures such as actived buildings. Currently serving as Interim Board Member for America.	Gauteng
<b>B</b>	•	<b>J</b>	•	8. Tech (Water) Enginecting: Project Management, N. Dip CMI Engineering, Matric	Civil Engineering, specialising in water and waste engineering, 15 years private engineering consulting and has experience in business management.  He is currently an interim board member of Amatica Water. Member of Bids Evaluation Committee, Elundini Local Municipality and Member of Municipality and Municipality.	KwaZulu-Natal
•	1	•		Bachelor of Science in Civil Engineering and a Master of Engineering degree, Bachelor of lavs degree (LLB).	A professional engineer with expertence spanning over a period of more thent0 years in the field of and engineering. Has a vast experience in the infrastructure delivery value chain from threeping to commissioning, experience in civil engineering designs, quality and construction management. Has previously worked in the office of the Auditor-General South Africa as manager responsible for infrastructure audits at all three spheres of	Gauteng
	ì	African	1	Master of Businese Management (MBA), Post Graduate Diplome in Management, Specialist Project Management, National Diploms in CMI Engineering	Has over 19 years' worth of experience in the development of the rural water supply for various municipalities within the Province. Financial maragement, Design and supervision of roads and water projects, Overlooking administration construction for Water and sanitation works.	Eastern Cepe

1		1		1	
Location	Eastern Cape		Gauteng	Gauting	Eastern Cape
Experience	He has relevant experience in both Municipal environment and in Water and Sewerage Engineering, Currently serving at SAICE. Pending, ECSA and SACPMP		Enforcing compliance in Precurement decisione, Apply both my Private Sector & Public sector supply chain experience to ensure that governance structures are followed.  Chalipperson for South African Shippers Transport and Logistics Council, Previously Board member of the Ethekwini Maritime Chaster, Chairperson of Manufacturing Engineering and Related Services Sele (until March 2020), Chairperson of African Women in Supply Chain Association, Non-Exacutive Director for Jet Demolitions, Non-Exacutive Director for Jet Sonae Areuco.	Has over 12 years audit (internal and External) experience and 8 years managerial expenience and previously served SAICA articles with the Auditor-General South Africa (ACSA). Council, interim Audit & Risk Committee Chairperson and Human Resource & Remunstration Committee Member at Tshware North Technical and Vocational Education and Training College (2019-Present).	Social Infrastructure implementation, Trade and Investment, Monitor and control overhead budget and expenditure, Audit and Finance.  Current board membership - Association for the Advancement of Black Association of Sauthern Africa (ABASA); Chairperson Eastern Cape
Qualification	NDip Civil Engineering, B.T.ch Civil Engineering, BSC Hons: Appl Sc Civil Engineering, Master of Engineering, MBA, Currently studies PhD - Constr. Man.	FINANCE	Oiploma Purchasing, B-Tech Logistics, Masters in Business Administration, Doctorate of Business Leadership (Enrolled)	BCom Accounting Degree (NQF7) and a Postgraduate Diploma in Financial Accounting (NQF8) qualifications, currently in his final year for an MPhil in Development Finance	Master's in Business Administration, CA (SA), BCom (Accounting) Honours/CTA, BCom (Accounting)
Genider	1		8	•	j.
Rack	African		African	African	Affican
Name					
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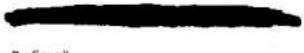
:			-25	
Location		Gauteng	Gauteng	Eastern Cape
Experience	Branch (2017 to date); Eastern Cope Department of Health: Chairperson – Risk Management Committee (2018 to date); Eastern Cape Development Corporation (ECDC): Board Member, Chairperson – Audit & Risk Committee, Member – Finance & Investment, Audit & Risk (2017 to date); Mayibuye Transport Corporation (MTC): Board Member, Chairperson – Audit and Risk Committee (2019 to date).	He has extensive finance, audil, risk, governance, business and development management experience. He further has governance experience in the public sector. National Oppartment of Agriculture, Fisheries and Forestry. February 2014 – to date Chairperson: Audit Committee (AC), National Department of Small Business Development March 2015 – to date Otty of Johanneaburg (CoJ); April 2016 – to date, Member: Risk and Ethics Committee COMMITTEE Committee (AC), Member of the Board Amatola Water Board: April 2018/19	Internal and external audit in both private and public sectors. Audit planning, client ongogernent, managing audit budgat, project management.	Chartered Accountant, with 7 years' experience in private sector and 20 years in the public sector. Currently serving at SA Library for the Blind, Fort Hare Trading Solutions Previously served at Ametria Water Board.
Qualification		MBA, Honours - Bachelor of Accounting Sciences , Bachelor of Commerce (Accounting), Advanced Diploma in Accounting Sciences	Candidate: MBA and Ethics Officer Certification Programme. B Com Accounting Honours, B Com Hons - Internal Audit, B Com Accounting	BSc - (Information Processing); Higher Diplome in Accounting CA SA
Gender		•		1
Race		African	1	f
Name				
2 %		44	118	121

	200	Gendar
	African	•
•	African	•
	African	•



17 April 2020

The Honourable Minister, Mr Jackson Mthembu, MP
Department of Communications & Digital Technologies
1166 Park Street
iParioli Office Park
Hatfield, PRETORIA



By Email

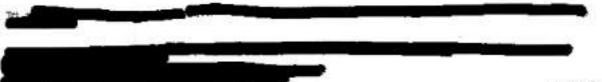
#### APPOINTMENT OF THE CEO AT NEMISA

This letter serves to request your approval for the urgent appointment of the Chief Executive Officer (CEO) at NEMISA. The Board has prioritised the recruitment and selection process following your approval of the top five (5) shortlisted candidates. It is our pleasure to inform you that the recruitment and selection process has been successful completed.

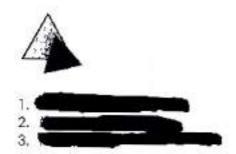
An intense recruitment and selection process were undertaken, which entailed the following:

- 1. Face to face interviews
- Comprehensive Assessment Psychometric Tests
- Background checks
- 4. Reference checks

Based on the results of the above the Board has approved the following candidates in order of priority for your consideration:



Reg no. 98/14623/06



The preferred candidate is the preferred candidate is the following reasons:

a) He outperformed the other two (2) candidates during the formal interview session. His experience and exposure in the public and private sector at a strategic level will be a great advantage to NEMISA.

b) His psychometric assessment result further confirms that he is capable to perform the strategic role of a CEO with support and development on areas that require

development.

It would be advantageous for the preferred candidate take office on 1 June 2020 to ensure business continuity and stability at NEMISA.

In support of the recommendation, please find attached the following documents: -

Annexure A: CEO Position Advert

Annexure B: Interview Questionnaire

Annexure C: CV's of top three candidates

Annexure D: Qualifications of top three Candidates

Annexure E: Recommendation Report

Annexure F: Competency assessments reports for the top three candidates

Annexure G: Background and reference checks

Your consideration of the above recommendation will be greatly appreciated.

Yours sincerely,



30 March 2020

## RECRUITMENT PROCESS AND APPOINTMENT OF CHIEF EXECUTIVE OFFICER

#### POSITION PURPOSE

The purpose of the position is to provide overall leadership, integration and coordination in the execution of the digital agenda within the country through ensuring that digital skills expertise, knowledge and resources impact the development and learning within Government and society; build an institute that will be responsive to the future of works in the era of the 4th Industrial Revolution.

#### OBJECTIVE

To recommend to the NEMISA Board the appointment of a suitable candidate to fift the position of Chief Executive Officer.

#### SUMMARY

This vacancy arose because the contract of the current incumbent ended. As a result, a process of recruitment was embarked upon through an executive search firm, Tlana Business Consulting Services (Pty) Ltd.

#### SOURCING OF APPLICANTS

The position was advertised in the below platforms:

Post	Medium	Date Advertised	Closing Date	Number of applications	Receiver of Applications
Chief	NEMISA Website	12 December 2019	24 January 2020		
	City Press 12 January 200		24 January 2020	ř.	Sare Grobler /
Officer	Sunday Times	12 January 2020	24 January 2020	92	Fahmida Valla
	Mall & Guardian	10 January 2020	24 January 2020	1000	100000000000000000000000000000000000000

#### **PROCESS**

I of placty bun (02) applicants analysed as follows:

Race and Gender	Number of responses	Percentage:
African Female	27	29.35%
African Male	50	64.35%
Coloured Female	0	0.00%
Coloured Male	2	2.17%
Indian Female	1	1.09%
Indian Male	4	4.35%
White Female	2	2.17%
White Male	D.	0.00%
Foreign Nationals	1	1.09%
TOTAL	92	100%

Tel: & 27 - 11 464 (1981), Fax: + 27 - 11 464 (1813), Physical Address: 21 Girton Road, Parktown, Postal Address: P.O. Box 343, Auddend Park, Johnsonwaburg 2006,

Non-Executive Directors: No Molebogeng Leuhabenw-(Chairperson); Ms Thoteka Buswerkic Mr Mekym Lubega; Mr Llanel Adeadorf; Ms Romande Wetsberent; First Chetosen Adeadorff; Ms Bongiskile Filane Decouve Directors: Mr Troyaca Rubeschnach (Acting Cott); Mr Thilbhail Romawa (CFD) Company Secretary: RuleRock Advisory (Phy) Lld (Acting Company Secretary)

Rag no. 98/194823/08

#### OFFICER EXECUTIVE ADVERTISED POST FILLING

Tiana Business Consulting Services (Pty) Ltd was tasked to review the Advert Response Schedule for this role. Based on the CV assessments, thirteen (13) applicants, out of ninety-two applicants could seriously be considered.

#### SHORTLISTING

Based on the review of CV's received, the Selection Committee (the board) met to shortlist the candidates that were then submitted to the Minister for approval. The following were the candidates shortlisted for faceto-face interviews:



Structured competency panel interview questions were prepared by Tiana Business Consulting Services (Pty) Ltd in conjunction with the Selection Committee.

#### PANEL INTERVIEWS

The panel interviews were held on Saturday, 14th March 2020 at NEMISA Head Office, Parktown, Johannesburg.

The interview panel consisted of Ms\_Molebogeng Leshabane (Chairperson), (Non-Independent Consultant (HRRNC) and Executive Director (NED), Tiana Business Consulting Services)

The following candidates were interviewed:



Ms Ayanda Ramnowana did not attend the interview as she had withdrawn from the interviews before the acheduled date.

On completion of the panel interviews, each panel member tallied their ratings of the candidates interviewed. This was recorded and the total rating for each candidate was calculated by the service provider.

The final interview panel ratings (Annexure 2 - Rating Schedule) are reflected below:

Simblesto Arthur (1) Abrahanti	Table Designation Designation	Sopherall Variets	avaled values	#chell Social	Tested Dentage		: Egasil Abbitoteka Glatimuatio
		less to	The F	tus él : R.A.dusiesas	े अस्तिहित्यता इतिहास		
3	130	85	95	60	80.3	80.3	Recommended (3)
2	130	113	122	106	113.7	113.7	Recommended (1)
	130	85	80	82	82.3	82.3	Recommended (2)

## FILLING OF THE ADVERTISED POST OF CHIEF EXECUTIVE OFFICER

The final top three interview panel ratings (Annexure 2 - Rating Schedule) are reflected below.

Paracietas Barre Sporman 25	AD ROUNTED MY	Capital Forond	Table in State
	130	80.3	37.06
	130	113.7	52.48
	130	52.3	37.98

There was an extensive debate on the suitability of the candidates. All interview panel members inputs were incorporated to arrive at a decision that the three interviewed candidates could be considered for this position and therefore recommended for psychometric assessments and background checks.

## 8. COMPETENCY ASSESSMENTS OUTCOME

psychometric and competency assessments as per the Government Regulations on Appointment and Conditions of Employment of Senior/ Executive Managers.

The battery of tests delivered comprehensive feedback that confirmed the observations made by the interview panel. Areas of strengths and development were identified for the candidates. The scoring key for the psychometric assessment ranges from 1-5 (1= Development Required, 2= Minor Development Recommended, 3= Competent, 4= Good and 5= Strength) (Annexure 3- Assessment Reports and Rating Schedule)

Canal lake Mane: A Carmings	किन्द्रति विकासित	Andreas States	683(4) (Pare 2-) (ARE) 2808()
	75	52	27.73
	75	47	25,07
	75	49	26.13

#### 9, DISCUSSION

A discussion among the HRRC members which took place on the 30th of March 2020, explained further the process of merging the interview outcome and psychrometric assessments reports, which included the following Selection Committee members: Ms Molebogeng Leshabane (Chairperson), Ms Thobeka Buswana (Non-Executive Director (NED), Ms Nomonde Hlatshaneni (HRRNC), and Mr Lionel Adendorf (SETCOM). They came up with a scientific formula of merging the psychometric tests and interview outcome.

#### 10. OUTCOME

Considering all the inputs of the recruitment, selection process and psychometric assessments, the final selection committee scoring consisted of sixty percent interview weight and forty percent psychometric assessment weight. The scores were consolidated, and the final scores were as follows:

Candidate Name and Surname	Score or Ranking
1 Allahaman di All	77.55
2	64.79
3 (1)	64.11

Based on the above, the Selection Committee unanimously agreed to recommend Trevor William Rammittwa for appointment as Chief Executive Officer of NEMISA

## FILLING OF THE ADVERTISED POST OF CHIEF EXECUTIVE OFFICER

11	LEGA	I IIM	PIR	CAT	IONS
	LEGA			COPPE F	

The process was undertaken by duly appointed persons, professionals and organisations; overseen by Business Consulting Services (Pty) Ltd to ensure compliance and/or provide appropriate guidance where necessary.

#### 12. IT IS RECOMMENDED

- That Candidate Number 1, the Candidate be recommended for appointment as Chief Executive Officer of NEMISA.
- That Candidate Number 1, the second of the se
- 3. That the Chairperson of the Board negotiates an offer of employment with Candidate Number 1.
- In the event that this candidate does not accept the offer, that the offer be extended to Candidate Number 2, accept the achieved the second highest score.

IRRNC	Date	
RRNC		
	-	
	Date	
on-Executive Director (NED)		
	Date	
on-Executive Director (NED	Date	
on-Executive Director (NED	Date	_
on-Executive Director (NED	Date	

3. Shortlist of Applications for Board Vacancy on the CEF Board

Number	Name	ID Number	Area of Expertise	Qualification	Current Employment	Position
يا ا	l,		Experienced leader in the energy industry, having successfully led a division of over 18,000 employees both in Distribution and Customer Services for over 15 years. Has expertise in Training and Development, Infrastructure Development & Management, Operations Management, Recent achievements include introduction of Customer Centricity in Eskom, improvement of technical and safety performance and optimisation of Capital Expenditure (CAPEX) and Coperating Expenditure (OPEX) budgets	BSc (Eng) (UCT) Electrical MBA (IMC) EDP (Wits) AMP (Harvard) Construction Management Certificate (UCT) OHS Management Certificate (UCT) Digital Marketing (UCT) Energy Efficiency and Sustainability (UCT)	AN Duke Solutions (Pty) Ltd Utility Coach (Pty) Ltd	Director Director
.2			Chairman Manufacturing Working Group, BRICS Business Council, South African Chapter 12 August 2019 - Current Deputy Chairman Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 September 2020 - Current	Certified Director (IoDSA) BA (Georgetown), MBA (Hull), AMP (GIBS), Post- Grad Cert (Econ, Wits)	OEO.	SEIFSA

	Corporation (AEC)	Ascendis
	<u> </u>	Project Manager Managing projects for Quality
	BEng, Honoure, Brighton University (Polytechnic), United Kingdom, 1991 Meng (Engineering Management), Warwick University, United Kingdom	Doctorate (PhD) — Chemistry, March 2007 University of Witwatersrand — Johannesburg, Gauteng, South Africa Masters in
Non-Executive Director Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 December 2013 – 31 August 2020	Board Member of the South Association (SANEA), since February 2009 - former Member of Eskom Committee for the Transformation of the Electricity Distribution Industry (EDI) - former Board Member of City Power - former Director of Tswelopele (BEE partners of Sasol) Board Member of Rhemba Institute of Education – former Board Member of South African Wind Energy Association – former Board Member of South African Wind Energy Association – former	Academic capacity development - Academic coordination and teaching (lecturer) - Mentoring and supervising honours and MSc students - Project Management
	#	li
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	BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT
Assurance and Regulatory Affairs • Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA • Registration of products at SAHPRA • Monitor risks and perfuming audit for 3rd party manufacturers, suppliers and laboratories	Nirvana Consulting Close Corporation
Chemistry (M.Sc.), June 2003 University of the Western Cape (UWC) – Beliville, Western Cape, South Africa B.Sc. Honours Chemistry, November 2000 University of Limpopo – Polokwane, Limpopo – Polokwane, Limpopo , South Africa Fundamental Management Programme, June 2012 UNISA – Pretoria, Gauteng, South Africa Entrepreneurship, June 2014 UNISA – Pretoria, Gauteng, South Africa Entrepreneurship, June 2014 UNISA – Pretoria, Gauteng, South Africa	BCom.CAIB(\$A).MBL.PCC
Strategic planning - Strategic business analysis - Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.) - Research in different industries, thus: polymer, increanic chemistry, nanotechnology, homogenous and betrochemical - Pharmaceuticals (regulatory affairs) - Non - executive management (Committee Chairperson and member of Human Resources)	Managleg Member Strategy formulation Human capital and cultural transition Governance systems and controls Operational implementation

-

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7 September 2020

The Group Company Secretary CEF SOC Limited

By e-mail:

Dear Sir/Madam

## RE: INDEPENDENT NON-EXECUTIVE DIRECTOR VACANCY

I am writing in response to the advertisement for an Independent Non-Executive Director carried in the *Sunday Times* and *City Press* on 6 September 2020, and am hereby putting myself forward for consideration. My CV is attached hereto.

As you will see in my CV, I meet all the criteria listed in the advertisement:

- I have held Senior Leadership Positions in various sectors of the economy –
  including in the petrochemical, oil and gas industry over more than 20 years,
  ranging from being Editor of the Daily News, Vice-President: Corporate Affairs
  and Marketing at Anglo American South Africa, Public Affairs and
  Communications Director at Coca-Cola South Africa, Group General
  Manager: Marketing, Corporate Affairs and BEE at Sasol Limited, VicePresident: Corporate Affairs and Shared Services at PetroSA, through to
  being CEO of the Steel and Engineering industries Federation of Southern
  Africa (SEIFSA):
- I am a Certified Director (IoDSA) and have served on the Boards of the 2010 Bid Company, Atlantis Group (where I was the Lead Independent Non-Executive Director) and have been on the Board of the Metal Industries Bargaining Funds Administrators (MIBFA) over the past few years (MIBFA is the second largest pension fund in the country, after the Public Investment Corporation);
- I hold an MBA from the University of Hull (UK) and have just submitted my PhD thesis on turnaround strategy to the University of Johannesburg; and
- I am a man of impeccable Integrity.

As is required in the advertisement, I am happy to confirm that:

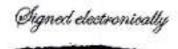
- I do not have a criminal record:
- I have never been disqualified, placed on probation or declared a Delinquent Director in accordance with the prescripts of the Companies Act, 71 of 2008;

- I do not now, nor have I ever had, any default judgments against me;
- I do not have any current or potential conflicts of interests with CEF SÖC Limited or any one of its subsidiaries; and
- · I am qualified to serve on the Board of CEF SOC Limited.

My CV and certified copies of my qualifications and identity document are attached hereto.

I look forward to hearing from you.

Yours Sincerely





Telephone: Facsimile:

Born Gender

Marital Status Citizenship South Africa

#### AREAS OF EXPERTISE

General Management
Strategy
Marketing
Corporate/Public Affairs and Communications
Reputation Management and Crisis Resolution
Corporate Governance

#### PERSONAL VALUES AND ATTRIBUTES

Man of Integrity
Team Player
Hard Worker
Strong Sense of Independence

Open Minded
Strong Sense of Fairness
Leads by Example
Great Communication Skills

Experienced in Mining, Metals and Engineering, Petrochemical, FMCG and Media Sectors

#### WORK EXPERIENCE

#### CHIEF EXECUTIVE OFFICER.

Steel and Engineering Industries Federation of South Africa (SEIFSA), 1 November 2013 – Current (the first black person to hold the position)

SEIFSA is national employer Federation representing the metals and engineering industries. The Federation's Core Business is to represent and promote the interests of business in Southern Africa, in particular the metals and engineering industries, through lobbying and capacity building, provision of related consulting and training services and building of good relations with key stakeholders.

#### MANAGING DIRECTOR

investment) and Political advisory services

KMN Consulting, 1 July 2013 – 31 October 2013

KMN Consulting offers expert consulting services In the following areas of business: Business Management, Corporate Marketing (Including brand and reputation management), Communications (including media management), Stakeholder Management (including community social)

VICE PRESIDENT: CORPORATE AFFAIRS AND SHARED SERVICES (On Contract)

The Petroleum Oil and Gas Corporation of South Africa (PetroSA), 30 May 2011 -30 June 2013

Direct Responsibilities: Corporate Reputation Management

Government and Stakeholder Relations Management Internal and External Communications Management

Corporate Social Responsibility Management Corporate Shared Services Management Executive Committee Membership and

Contribution

#### GROUP GENERAL MANAGER: MARKETING, CORPORATE AFFAIRS AND BEE

Sasol Limited, 1 June 2009 - 31 January 2011

Direct Responsibilities:

Corporate Reputation and Stakeholder

Management

Retail and Corporate Marketing

Internal and External Communications

Corporate Social Responsibility

Broad-Based Black Economic Empowerment

Co-ordination

Group Business Committee Membership and

Contribution

## STRATEGIC INITIATIVES DIRECTOR

Coca-Cola South Africa, 1 May 2009 - 31 May 2009

Worked as the second most senior executive, after the Managing Director, at Coca-Cola Canners of Southern Africa

#### PUBLIC AFFAIRS AND COMMUNICATIONS DIRECTOR

Coca-Cola South Africa (Pty) Ltd, 15 October 2006 - 30 April 2009

Direct Responsibilities: Corporate Reputation and Stakeholder Management

Corporate Sponsorship

Incident Management and Crisis Resolution Internal and External Communications Corporate and Government Relations

Corporate Social Responsibility

Consumer Affairs

Executive Committee Membership and Contribution

#### HEAD: CORPORATE MARKETING

Anglo American Corporation of South Africa, 1 January 2004 - September 2006

Direct Responsibilities: Corporate Brand Advertising and Promotion

Corporate Reputation Management

Corporate Hospitality

Corporate Events Management

Corporate Sponsorship Internal Communications

#### VICE-PRESIDENT: CORPORATE AFFAIRS

Anglo American Corporation of South Africa, 1 January 2003 – 31 December 2003 Overall Responsibility: Management of the Anglo American brand in the South African market

### Special Achievement:

 Persuading Angle American to be the first sponsor of South Africa's Bid for the 2010 FIFA World Cup and representing the company on the Board of the 2010 Bid Company

#### ASSOCIATE EDITOR

The Independent, London, 1 March 2001 – 31 December 2002

#### EDITOR

Daily News, Durban, 7 June 1999 - 28 February 2001

#### EDITOR

The Independent on Saturday, Durban; 1 March 1998 – June 4 1999

#### DEPUTY EDITOR

The Mercury, Durban, 1 July 1997 - February 28 1998

#### EXECUTIVE EDITOR

The Star, Johannesburg, 1 April 1996 - 30 June 1997

#### POLITICAL EDITOR

The Star, Johannesburg, 1 February 1995 - 30 June 1997

#### POLITICAL CORRESPONDENT

The Star, Johannesburg, 1 April 1993 - 30 January 1995

#### POLITICAL COLUMNIST

Weekly "One In Your Eye" column has appeared in the following papers: The Star and Sowetan in Johannesburg, Daily News and The Mercury in Durban, Cape Argus and The Cape Times in Cape Town, The Pretoria News in Pretoria and The Diamond Fields Advertiser in Kimberley

#### POLITICAL REPORTER

The Star, Johannesburg, January 1990 - April April 1993

## FREELANCE TV PRESENTER

Hosted a fortnightly socio-political interview programme, "Dilemma in Perspective", SABC-TV2, January -- June 1991

#### GENERAL NEWS REPORTER

The Star, Johannesburg, January 1988 - December 1989

#### NON-EXECUTIVE DIRECTORSHIPS AND OTHER LEADERSHIP POSITIONS

Chairman

Manufacturing Working Group, BRICS Business Council, South African Chapter 12 August 2019 - Current

Deputy Chairman Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 September 2020 – Current

Non-Executive Director Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 December 2013 – 31 August 2020

Non-Executive Trustee
The Market Theatre Foundation Council
11 February 2019 – 31 March 2020 (resigned)

Lead Independent Non-Executive Director (and Chairman the Audit and Risk Committee), Atlantis Group of Companies

1 March 2018 – 3 September 2018

Interim Board Chairman, Atlantis Group of Companies 1 December 2017 – 28 February 2018

Non-Executive Director, Business Unity South Africa (BUSA) July 2016 – 25 June 2018

Chairman, BUSA Board Social and Ethics Committee July 2016 – 25 June 2018

Lead Independent Non-Executive Director (and Member of the Strategy, Social and Ethics Committee), South African Dental Association (SADA)
September 2015 – September 2019

Cheirman, South African Dental Association Board Human Resources and Remunerations Committee February 2016 – September 2019

Chairman, KMN Investment Holdings (Pty) Ltd. July 2007 – Current

Chairman, PetroSA's Community Affairs Committee June 2011 – June 2013

Member of the Commercial Affairs Committee of the Board of the South African Football Association
January 2011 – April 2013

Executive Director, Sasol Social and Community Trust June 2009 – January 2011

Member of the Sasoi Limited Group Disclosure Committee June 2009 – January 2011

Non-Executive Director, National Business Initiative June 2008 – May 2009

Non-Executive Director, PET Recycling Company (PETCO) April 2007 – May 2009

Non-Executive Director, Tourism Business Council of South Africa March 2007 - May 2010

Member of the National Advisory Board, loveLife SA November 2003 – December 2009

Non-Executive Director, Advista Advertising and Marketing (Pty) Ltd. July 2006 – July 2007

Non-Executive Director, Business Against Crime March 2004 – July 2007

Member of the Board of Trustees, Anglo American Chairman's Fund February 2003 – September 2006

Member of the Board of Trustees, Anglo American Medical Aid Scheme January 2003 – September 2006

Alternate Member of the Board of Directors, SA 2010 (Soccer World Cup) Bid Company April 2003 – September 2004

Member of the Council of the University of Zululand December 1997 to September 1998 when I resigned

Member of a five-person panel, headed by Constitutional Court Judge to select members of South Africa's Press Ombudsman's Office March-May 1997

Member of the Board of Trustees, Foundation for Global Dialogue, SA 15 May 1996 – 30 September 1997

Member of the Board of Trustees, Don Caldwell Memorial Trust May 1993 – November 1995

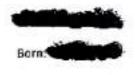
Regular Political Commentator on Radio Metro and various overseas radio stations July 1992 – December 2002

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# CONFIDENTIAL C.V.

On





South African Citizen



Languages

English, Afrikaans, Zulu and Sotho

Personal Interests

Soccer, rugby and game viewing

Mobile is and email is

#### Qualifications

BEng, Honours, Brighton University (Polytechnic), United Kingdom, 1991.

MEng (Engineering Management), Warwick University, United Kingdom, 2001

#### Other courses

Company Law (one year), United Kingdom, 1988

Accounting (one year), United Kingdom, 1989

Engineering Project Management (two years), United Kingdom, 1991

Wilge Power Station Hands-on Awareness Programme, 1992.

Investment in Excellence, Wilge Power Station, 1992.

Understanding Racism and Developing Good Practice, 1994.

Accelerated Development Programme, Eskom, 1997

Leaders Challenge, 1996

Global Utility Management Programme, Samford University, USA, 1996

Commonwealth Top Management Development Programme for Public Enterprises, National University of Singapore, Singapore, 1997

Issues in Leadership, Witwatersrand Business School, 2001

Leadership and the Capacity to Change, Guy Chariton and Associates, 2002.

Edward de Bono, 2002

Stephen Covey, 2002

David Norton, 2002

#### Directorships and Memberships

Board Member of the South African National Energy

Association (SANEA), since February 2009 - former

Member of Eskom Committee for the Transformation of the Electricity
Distribution Industry (EDI) - former

Board Member of City Power - former

Board Member of Gate Cape Marepha, Vanderbijlpark - former

Director of Tswelopele (BSE partners of Sasol)

Board Member of Ithemba Institute of Education - former

Board Member of South African Wind Energy Association - former

Board Member of South African Independent Power Producers Association

Board Member of Suzion Wind Energy South Africa - former

Board Member of Centlec (Municipal Owned Entity) - former

Soard Member of the Vaal River City - former

Member of The Presidential War-room on eskom - former

Board Member of the Africa Energy Corporation, AEC

Board Member of The Peakers Company

Board Member, Chairman, of the The Peakers Trust

#### CAREER SUMMARY

1986 - 1986 ABULANI SCHOOL, Evatori

Part-time Teacher

Maths and Physical Science Teacher

Also Taxi Driver

1987 - 1987 VAAL REEFS GOLD MINE, Orkney

Learner Official

Responsible for improving employee and management relationships and mine safety.

1988 - 1990 ACADEMIC SABBATICAL

Brighton University

1990 - 1991 ASDA SUPERMARKET, United Kingdom

Twifight Manager

Responsible for stock-taking and price tagging.

1991 - 1991 CIRCUIT BREAKERS INDUSTRIES (CBI), Elandsfontein

Testing Engineer

induction work

Responsible for testing of domestic and heavy duty circuit breakers.

1992-2001 ESKOM

01/1992 – 11/1992 Assistant Engineer, Generation Power Station Electrical Engineering

Design (PSEED) at Megawatt Park.

11/1992 - 11/1993 Assistant Engineer, Johannesburg Distributor, Eskom Centre

11/1993 – 05/1996 Contract Manager / Design Engineer, Transmission Line Technology, Megawatt Park

Responsible for the transmission design and optimisation team and project manager for line construction including the

06/1996 – 12/1996 Executive Assistant, Distribution Key Customers, Eskom
Centre

01/1997 – 04/1997 Acting Key Customer Relations Manager, Distribution Key Customers, Eskorn Centre

Responsible for ensuring delivery of specialised one-stop service to national mines excluding coal mines.

04/1997 - 09/1998 Area Manager, Eskom Customer Services, Johannesburg

Responsible for ensuring efficient and effective revenue management and delivery of customer services to all customer segments including industrial, commercial, agricultural, residential, redistributors and key customers where appropriate within a customer service area.

09/1998 – 08/2001 Capital Programme Manager, Eskom Distribution Group, Central Region, Eskom Centre

Tender board position.

Responsibilities included:

 Maintaining tight discipline and control areas of responsibility.

- Ensuring that the capital programme was adhered to, costs and wastage was minimised and optimal balance between cost, time and quality was achieved
- Chairman of the Procurement Tender Committee
- Manager for Projects Manager, Contracts Managers and Resource Managers managing the regional CAPEX, OPEX, AA and Black Economic Empowerments.
- Member of the Regional Operations Committee strategising, implementing and managing the running of the region including customer care centre, area offices, finance, human resources etc.

#### Achievement:

Selected onto the Steering Committee of Eskom's Integrated Learning Programme (ILP) chaired by (ex-Human Resources Executive Director).

#### 2001 to 2010 CITY POWER (PTY) LIMITED

09/2001-02/2002

General Manager: Planning and Technology Operations
Group

#### Responsibilities included:

- Managing the creation of new assets.
- Establishing and managing the refurbishment.
- Upgrading and strengthening strategies and plans.
- Establishing and managing relevant processes and value chains.
- Ensuring that new relevant technologies are investigated for optimal and sustainable network.
- Developing standards and code systems.

#### 03/2002-11/2003

#### Vice President; Customer Services

#### Responsibilities included:

- Managing customer relations in all sectors.
- Managing meter reading, billing, cash collection and revenue protection.
- Managing the information management within City Power.
- Ensuring that the NER quality of services was met.
- Chairman of the Procurement Council.
- Chairman of the Information Systems Board.
- Chairman of the Skills Development Forum.

#### 12/2003 - 02/2006

#### Vice President: Operations Group

#### Responsibilities included:

- Managing the maintenance execution.
- Managing the network availability.
- Asset creation.
- Managing the energy purchases.
- Managing the technical support services (metering, transformer maintenance and telecommunications).
- Managing public lighting.
- Safety, health, environmental and risk management.
- Member of the Procurement Council.
- Chairman of the Capital Investment Committee.

02/2006 - 04/2007

Acting Managing Director

05/2007 - 09/2010

Managing Director

Managing 10 direct reports with a direct staff complement of 2000 and an indirect staff of more than 3500 (consultants, temps, contractors, subcontractor, expanded public works programme)

Manage Kelvin Power Station PPA - Generation

Manage energy purchase agreement between City Power and Eskom

Built and maintained transmission, distribution, reticulation and electrification/service connections infrastructure

Acquire and connect customers — Industrial, commercial, agricultural and residential

Revenue management - meter, bill, collect revenues

Improve quality of supply - NRS 048

Improve quality of service - NRS 047

Perform customer satisfaction index

Manage stakeholder's relationships — shareholders, customers, suppliers, contractors, consultants, government, politicians,

#### Achievements:

- ISO accreditation for City Power:
- ISO 14001 (Environmental Management System)
- ISO 18001 (Health and Safety Management System)
- ESI Africa Utility Chief Executive Officer of the Year 2009 award.
- 2009 South Africa's top performing companies in the public sector as a result of its sustained excellence in corporate performance.
- 2,009 South Africa's Top 500 Companies as a result of its contributions to the growth of the economy and job

- creation and highly commended in the sector for its energy efficiency initiatives.
- Member of the City Manger's committee on operational matters
- Raising billions for City Power through Joburg Treasury, National Treasury, DBSA, Department of Energy, Export Credit Agencies such as KWF and US Trade and Investment
- Reduced theft of electricity

#### 10/2010 to 02/2015

Suzion Wind Energy South Africa (SWESA)

#### Chief Executive Officer

## Responsibilities include:

- Stakeholder engagement, Internal and external
- Running of day to day business for Suzion South Africa
- Development of new business
- Building up a customer portfolio for South Africa
- Customer agreements and sub contractor agreements
- Suzion brand building
- Engineering, Procurement and Construction
- Operating and Maintenance Services
- Manage stakeholder's relationships shareholders, developer, eskom, government, politicians, customers

## Achievements:

- Suzion board member
- Board member SANEA, SA National Energy Association
- Board member SAWEA, SA Wind Energy Association
- Board member SAIPPA, SA Independent Power Producers Association
- Board member Centlec, Mangaung Electricity Distributor
- Board member Cape Gate Marepha
- Energy Parliament Portfolio Committee invited member
- Nominated for best male leader 2013

## 02/2015 to 01/2018 Energy Advis

Energy Advisor to the State President of RSA

#### Responsibilities include:

- Interact with Eskom
- Ensure the success of "The War Room" on Eskorn
- · Stop load shedding
- Ensure enough power supply
- Stimulate the economy
- · Stabilise the electricity network
- Support and stimulate more REIPPP projects
- Improve customer satisfaction
- Improve political satisfaction
- Interact with Central Energy Fund and its subsidiaries
- · Stimulate the nuclear, oil and gas energy projects
- Support the Inga hydro project in the DRC
- Support the Mozambique gas to RSA project
- Support other African states on energy initiatives

#### Achievements:

- Stopped load shedding
- Commissioned new plants into the grid (Eskom and IPP's)
- improved Eskom asset management new built and plant maintenance
- Member of the Reform of SOE's committee
- Member of the Presidency investment committee

#### Jan 2019 to date

Chief Executive Officer

Africa Energy Corporation (AEC)

Subsidiary of Nehawu Investment Holdings (NEU)

New entity that is participating in the energy industry

#### Jun 2019 to date

Chairman

Peakers Trust

A trust company that holds 10% of The Peakers Company

Peakers company owns Avon +600MW and Dedisa +350MW diesel power stations

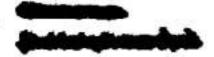
Aug 2020 to date

Advisor to the Joburg MMC for energy

Aug 2020 to date

part of the Administrator to Emfuleni municipality in the Vaal

## References

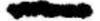


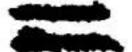
Former MTN CEO





University of Johannesburg





Biotherm Energy - shareholder





Nehawa Investment Holdings







Standard Bank SA



#### Appraisal Overview

and science and became a mining official working underground in a gold mine. He then got a scholarship to study in the U.K. that was the beginning of his long energy career.

obtained his B. Eng. Honours degree in Electrical and Electronic Engineering in 1991. He also holds the MEng in Engineering Management, Siles has attended some of the highly recognized leadership and management programmes both nationally and internationally.

He started his career in the electricity industry when he joined Eskom in 1992 where he worked as an engineer in the generation group. Amongst areas that he was involved in is the normalisation of Soweto. He was also appointed as a contract manager for key projects like Alusaf and Matimba-Bulawayo. While at Eskom, he was appointed as a Key Customer Relations Manager looking after the mining industry and was responsible for the electrification of Soweto, Orange farms, Stretford, Braamfischer, Ebony Park, Ivory Park, Kaalfontein, Evaton, Sebokeng, Sharpeville, Boipatong, to mention a few. This allowed him to empower locals by appointing them as prepaid vending companies within their communities. He chaired different committees including the Humah Resources Development Programme, which awarded millions of rands for scholarships and employee development. He was one of the few mentors that mentored 40 women under the Eskom CEO Women Development Programme.

He joined City Power as a General Manager Planning and Technology and was soon promoted to a Vice President, Customer Services, Because of the knowledge and passion he has for Engineering Operations Siles was then appointed as a Vice President of Operations in December 2003 and served on Executive Management Committee as well as a number of Board committees within the organization. Silas has an extensive experience in both business and strategic management. He acted In the position of CEO since February 2006, and was appointed Managing Director of City Power in May 2007. While at City Power, Silas upgraded the electricity infrastructure to minimize the power outages. He installed streetlights to improve safety in the evenings. He installed smart lighting on the Mandela bridge to make it attractive at night. He electrified Alexandra, Lahae, Diepsloot, Zakhariya Park Extension, to mention a few. He also led City Power to a very successful 2010 World Soccer Cup. He started a City power scholarship that sponsored a minimum of 20 students at universities per year since 2003. He led a community development programme whereby millions were spent in buying uniforms for poor students, building crèches, developing vegetable gardens. He hosted an annual golf event and raised R1.5m and more, yearly, for the poor communities. His annual staff his annual energy purchase costs were his annual costs were his annual CAPEX was total yearly revenue was OPEX budget was 1

#### He led City Power to the:

- ISO accreditation ISO 14001 (ENVIRONMENTAL) and ISO 18001 (OCCUPATIONAL HEALTH & SAFETY).
- Unqualified report by Auditor General, 2006/7, 2007/8, 2008/9 financial years
- 2009 SA's Top Performing companies in the public sector as a result of its sustained excellence in corporate performance
- 2009 SA's Top 500 companies as a result of its contributions to the growth of the economy and job creation and highly commended in the sector for its energy efficiency initiatives
- 2009 National Productivity Awards for outstanding achievement in Productivity Improvement in Public sector utilities
- Member of Advisory Committee for Johannesburg University
- Member of City of Joburg Credit Evaluation Team Moody's Credit Evaluators
- Silas has been awarded the ESI Africa Utility Best CEO of the year 2009
- Silas has been appointed as a member of YPO, Young Presidents Organisation.
- He was also voted as the President Elect for the AMEU
- He was appointed as the Vice President of the Amaigamated Municipal Electricity Undertaking

Silas decided to leave the public sector to Join the private sector. He was then appointed as CEG of Suzion Wind Energy South Africa (SWESA).

SWESA is one of the top 5 largest manufacturers of wind equipment worldwide. Suzion is the only manufacturer that can develop wind projects, do the engineering/procurement/construction of wind projects and also maintain the projects. Suzion employs more than 32,000 people in 32 counties and has got more than 18,00MW installed capacity worldwide. It is the only wind company that focuses on emerging markets.

Silas Zimu has implemented gender-sensitive recruiting practices and appointing women to management and director positions within Suzion South Africa thus creating an inclusive and non-discriminatory workplace aimed at halping women managers and executives realize their career ambitions.

He ensured that Executive positions are held by women in Suzion Wind Energy South Africa. Vice President Pinance and Vice President Projects are Black women resulting in Black women holding 67% of Directorship positions. 100% of Directors are Black.

s all-round approached has seen Suzion Wind Energy South Africa employ a total of 42% women through the rest of the echejons of the organization. This has meant that has a strict recruitment policy which does not only window dress the recruitment of blacks and women, but ensuring that competent people are placed in suitable positions to ensure a win-win situation for both the company and the employees.

Despite the national shortage of Black engineers in South Africa, 75% of engineers in Suzion are Black. Given a lack of experience in building wind farms in South Africa has recruited expets to

DIRECTOR-GENERAL: MIUTARY VETERANS
REF NO: DMV01/07/2020
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	SERVED AS THE HEAD OF DEPARTMENT FOR COMMUNITY SAFETY AND LIASON FOR S YEARS

Visited child detainees in prisons so as to boost their morale and brief them on the status quo.

Educated families about their limited "rights" under the State of Emergency Regulations.

Formed and facilitated group work among children on their release to share their experiences.

Megolisted with School Principals for the reInstatement of child detainees in order to further their education

#### MILITARY DECORATIONS

- > 30th year Loyal Service Medal
- ≥ Southern Cross
- IsbeM fineM veiliM ◀
- > Unites Medal for Intergrating Into the new National Defence Force
- Spensional Medal for Southern Africa and South Africa Service Medal

#### **PUBLICATIONS**

- AUTHOR: Memela-Motumi, N.E. (2009). Spear of hope: Affirmative action,
  Transformation and Reconciliation in the new SANDF.
- ➤ Contributed a chapter in the book, "Building Peace from Within: An Examination of Community Based Peace Building and Transitions in Africa".
- Written numerous articles for the soldier magazines and professional journals.

#### REFERENCES

- Lieutenant General (Retired) T. T. Matanzima
   Celt. 072 234 4059
- Ms Sue Rabkin
   Cell: 083 258 6505
- Prof Cheryl Hendricks
   Cell: 082 770 4729

Liaised with Tertiary Institutions for academic placement of Returnee students.

1993

- Under the banner of the Joint Military Coordination Committee led by Comrade Hagger, Ntsiki advocated for the development of new Social Work principles in support of the emergent SANDF.
- Influenced the type of social work programmes and services to be rendered.
- Ensured the provision of social rehabilitation services for the mentally and physically handicapped ex Umkhonto we Sizwe (MK) combatants.
- Facilitated the registration of NSF Social Workers with the Professional Social Services Council.
- Contributed to the development and execution of the Psychological Integration Programme (PIP) whose purpose was to build Force Cohesion emongst former Adversaries.
- Was responsible for the recruitment of Progressive Social Workers so as to serve in the new SANDF.
- Supervised and monitored the quality of services rendered by Social Workers at the assembly areas.

**ORGANISATION** 

Commencement Date

Position held

KEY RESPONSIBILITY AREAS

Johannesburg Child Welfare Society

January 1988 - October 1987

Counsellor - Children Detainees

Was responsible for the counselling of parents and child detainees.

### **ORGANISATION**

African National Congress (ANC)

Commencement Date

1988

Position Held

Head of ANC Social Welfare Unit

### KEY RESPONSIBILITY AREAS

With the support of Comrade Max Sisulu, organised a conference whose purpose was to develop a common Social Welfere Concept and Policy for the Movement.

- Through the ANC National Executive Committee's directive, established Social Work nodal points in Lusaka, Zimbabwe and Tanzania, (Mazimbu and Dakawa),
- Offered counselling services to the ANC community in exite.

1990 - 1992

- Served in the ANC's Repatriation Committee with the late Comrade Jacky Selebi and Mrs Zanele Mbeki
- Was amongst the first Returnees on the mission to brief the Mass Democratic Movement (MDM) on the profile of the returning exiles.
- With the appointment of Mama Winnle Mandela as the head of the ANC Welfare Department, Ntsiki served as a Social Worker under her leadership.
- Her main responsibility was to formulate Social Work policy on services to be rendered.
- Counselled femilies of MK combatants whose sons and daughters would be returning home with physical disabilities and mental health issues.
- Conducted home visits to monitor the Returnees' resettlement and reintegration in SA communities, especially the elderly and disabled.
- Refeired returnees to other welfare agencies for further assistance where necessary.

ORGANISATION

South African National Defence Force

Commencement Date

1 January 1998 - 1 April 2000

Position

Deputy Director Social Work Services~

SA Military Health Services

Military Rank

Colonel

### KEY RESPONSIBILITY AREAS

Responsible for the recruitment, selection and placement of Social Work Officers.

- Nominated Social Work Officers for Military Development Courses.
- Ensured that Social Work Officers who were course qualified received their rank promotions timeously.
- Responsible for the filling of vacant posts and budget management for the Directorate Social Work.

### **ORGANISATION**

South African National Defence Force

Commencement Date

27 April 1994 - 1 January 1998

Position

Assistant Director, Social Work SA Military Health Services

Military Rank

Lieutenant Colonel

### KEY RESPONSIBILITY AREAS

- Monitored the call-ups for the Integration process of Non-Statutory Forces (NSF) at the Assembly Areas.
- Ensured that the needs of Military Veterans were effectively addressed.
- Was part of the Selection Board that ensured the placement of Non-Statutory Forces Social Workers into the new SANDF.
- Ensured that NSF Social Workers were nominated for Functional Bridging Training.

### ORGANISATION

South African National Defence Force (SANDF)

Commencement Date

1 April 2000

Position

Director Social Work Services SA Military Health Services

Military Rank

Brigadier General

### KEY RESPONSIBILITY AREAS

Determined and provided strategic direction and planning in alignment with directives received from the Departments of Defence and Social Development.

- Developed Social Work policies and monitored the implementation thereof.
- Managed the general functioning of the Directorate Social work.
- Provided expert social work advice to the Surgeon General and the Chief of the SANDF.
- Established working relations with Social Work departments from other Armed Forces for the sharing of best practices.
- Served as the Chief of Operations In the conduct of a research which ensured that the lives of SANDF soldiers and their families were prolonged through access to Anti-Retroviral Therapy (ARV's).
- Built strong relationships with other Welfare Entities and Community Based Organizations.
- Initiated income generating projects for the wives of lower ranking soldiers.
- Facilitated the registration of Early Development Centres within military villages with the department of Social Development.

### ORGNISATION

South African National Defence Force (SANOF)

Commencement Date

2006 - 2011

Position

Chief Director Transformation Management

Military Rank

Major General

### KEY RESPONSIBILITY AREAS

Conducted research on pertinent issues, and incorporated Gender perspective in the Military Strategy and Doctrine.

Developed the DOD Transformation Policy that addresses human rights, and equity principles which contributes to Mission-Readiness of the SANDE.

 Developed a Gender Mainstreaming Policy and Strategy to support the implementation of National, Regional and International Protocols and Prescripts.

 Incorporated a Gender module in all Military Development Courses for the creation of a just, fair and inclusive organization.

 Conducted site visits in SANDF Units, to promote effective and efficient monitoring and evaluation.

 Implemented Change Management strategies that effected paradigm shifts for behavioural changes in accordance with the principles enshrined in our country's constitution.

Contributed to the Annual SADC Personnel Work-group Meetings under the banner of the Interstate Security and Defence Committee (ISDC).

 Built strong relationships with colleagues in the Security Sector and competriots in Civil Society organizations so as to bring Defence closer to the people of South Africa.

### **EMPLOYMENT BACKGROUND**

### ORGNISATION

Commencement Date

Position

Military Rank

KEY RESPONSIBILITY AREAS

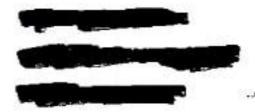
South African National Defence Force (SANDF)

01 October 2011 - To date

Deputy Chief Human Resources

Major General

- To support CHR in the provision of strategic direction on human capital management in the DOD.
- Ensure that the HR Division's output support the Mandate of the DOD and Government's outcomes.
- Direct the execution of compliance with respect to governance matters, and further ensure the implementation of key Internal controls in order to achieve a clean audit.
- Ensure that the decisions taken at the various Command Bodies are implemented and feedbacks submitted timeously to both internal and external stakeholders. In addition, monitor and evaluate the impact of HR Division's Service delivery systems.
- Coordinate and facilitate leadership dialogues for the General Staff which underscores adherence to due processes in order to prevent irregular, unauthorized wasteful expenditure.
- Ensure that the performance agreements of the General Staff are aligned to the competency framework that equips them with the skills to effectively lead during peace times.
- Advocated and crafted a DOD instruction which afforded graduate interns opportunities to ignite their fully professional and personal development for a better life.



### PROFILE

Major General in the SANDF. Deputy Chief Human Resources.

### PROFESSIONAL MEMBERSHIPS

- Member, International Women's Forum
- SA Social Service Professional Council \*
- Military Veterans' Professional Services

### COMMAND BODIES

- Secretariat Council (SC) 2006 2014 \*\*\*\*
- Military Command Council (MCC) 2006 - 2011
- Plennary Defence Staff Council (PDSC) 2006 – 2011
- Human Resource Board ( HR Board)
   2006 to date

### **EXECUTIVE SUMMARY**

Nontsikelelo Memela-Motumi is currently the most senior Major General in the SANDF. She has served in various capacities within the military milieu over three decades. Ntsiki has provided strategic direction in her areas of operation which is congruent with outputs that support the mandate of the Department of Defence and government outcomes. In her previous capacity as a Social Worker, Ntsiki has advocated for the welfare needs of Military Veterans through policy development and writing of articles in order to raise awareness in respect to their plight. Most importantly, she also played a pivotal role In their return from exile, resettling and assimilation in South African communities, including integration into the newly established SANDF as well as in their demobilization.

### PERSONAL DETAILS



Cell.

Tel: (012) 807-4803 (H) Tel: (012) 355-6482/3 (W)

Gender: Female

Marita) Status: Divorced Nationality: South African

Languages: English, Afrikaans, IslZulu,

IsiXhosa, Sesotho & Sepedi

### PROFESSIONAL SKILLS

- Strategic direction
- Planning and organising
- Management
- Research and development
- Leadership
- Writing skills
- Monitoring and evaluation

### PERSONALITY TRAITS

- Proven problem solving capability
- Strong execution ability
- · Assertive and goal orientated
- Self-motivated and passionate
- Innovative with lateral thinking abilities
- Bold, ethical and effective

### QUALIFICATIONS

2018 UNISA

PHD Candidate – Department of Law – Implementing the Women's Peace and Security Agenda: An Analysis of the South African National Defence Force

2006 University of Pretoria - Master of Arts (MA) in Political Policy Studies

1985 University of Fort Hare - Bachelor of Arts (8A) in Social Work (Degree) \*\*\*\*\*\*\*\*\*

NAME:

POSITION HELD: DEP MINISTER: JUSTICE AND CONSTITUTIONAL

DEVELOPMENT

CELL:

NAME:

POSITION HELD: DDG: National Department of Arts and Culture and

former HOD: Department of Arts and Culture

CELL:

- President of South African Security Forces Union (SASFU)
- Chairperson of the Provincial Committee dealing Business Descriptions and Instability in the Freight industry
- Deputy chairperson of the Security Managers Forum (KZN)
- Chairpeson of the Technical JCPS Cluster
- Chairperson of the Public Protests Technical committee
- Provincial Chalrperson of MKMVA
- Acting Provincial Chairperson of SANCO
- Branch Chairperson of Ward 13 Slangspruit, Moses Mabida Region
- President: Jikeleza Business Forum

# HOBBIES AND INTERESTS

WATCHING SPORTS, SOCCER, MUSIC AND READING

# PERSONAL TRAITS

The following are my strongest qualities:

- Ability to identify strengths and resourcefulness within group dynamics and utilize that effectively to achieve the outcomes of the task.
- Ability to nurture potential strengths in individuals in order to maximize all members input in group activities.
- Am tolerant and understanding yet firm and just. I do possess a proactive approach to resolving and managing conflict situations.
- Am a team player who respects the differences in others whilst maintaining high levels of Integrity and diplomacy when dealing with confidential matters
- Am meticulous and articulate to detail.
- Ability to work under extreme pressure and always meets deadlines.
- Am honest and reliable with a pleasant disposition and can effectively deal with effective communication at all levels...

# REFERENCES

NAME:

POSITION HELD:

-

DIRECTOR GENERAL

CELL/TEL:

As the HcD and team leader in the numerous activities which formed part of my
formal job requirement as well as in the various social and community outreach
programmes that I was engaged in required managing, coordinating and directing
large scale programmes. Internationally, Nationally and Provincially which was
inclusive of Presidential special outreach projects and Civil sector.

### Financial Management:

- My knowledge and acumen of financial skills and business planning stems from the Intense involvement in project proposal and budget crafting at the various spheres of Government, Local Government as well as Provincial levels.
- Networking extensively with communities, government and non-governmental
  organizations over the years have sharp focused my competencies needed for
  strategic thinking, negotiating and marketing in strengthening financial
  partnerships.

### Team Management:

- The successes and accolades obtained through project engagements can be attributed to my being a team player, guick to build capacity were needed, a keen and patient listener and always understanding the needs of group dynamics.
- Being a provincial chairperson and branch chairperson, Union, Civil activist
  afforded me apportunities to make invaluable contributions to policy development
  and implementation but more importantly multi-skilled me with conflict resolution
  and time management strategies.

### Computer Literacy skills:

- Advanced Word Processing (MS Word, Corel WordPerfect, Open Office)
- Desktop publishing.
- Database spreadsheets

### Research Skills:

- Research fieldworker with excellent interpersonal Interviewing skills and ability to supervise direction of research.
- Coordination, collation and compilation of data
- Interpretation, synthesising and analysis of data.

# LEADERSHIP AND MEMBERSHIP ROLES

# COMPETENCY PROFILE

### Core Management Competencies

- Strategic Capability and Leadership
- Project and Program Management
- Financial Management
- Change Management
- People Management and Empowerment

### **Process Competencies**

- Knowledge Management
- Service Delivery Innovation
- · Problem Solving and Analysis
- Client Orientation and Customer Focus
- Communication

### Knowledge:

- Public Service Act, Public Service Regulation. All prescripts with indepth knowledge of SA Police Services and metro Police services, Justice system, National Crime Prevention Strategy, Promotion of Access to Information Act and Public Finance Management Act., All core management functions (people management, human resources management, and public financial management.
- Knowledge and application of policies and legislative framework applicable to the SA Police and Crime Prevention Sector and the Social Cluster of the Province and the Country which supports Community and Safety Llason imperatives namely monitoring of police services delivery, formulation of police, social crime prevention and research including community policing and victim empowerment Project, Management protocols and systems guidelines
- Understanding of key stakeholders within the Justice, Crime Prevention, and Security sector (Security Cluster) and Civil Society of The Province and (and dynamics involved). External and Internal
- Understanding of training and capicity building needs in the context of security service deliverables
- Military Veterans Act of 2011

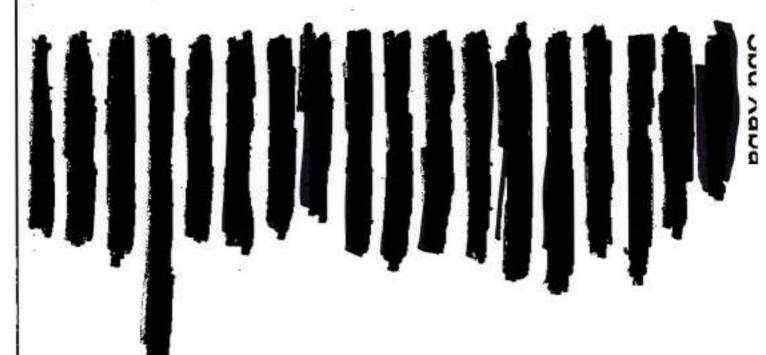
### Project Management:

The spread sheet was names in general.

There were names that were specific for Prasa. Can L send them to you?

Please do so my brother 11:25

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- Ensure that the number of procurement transactions are managed
- Ensure that the nature of procurement spend is managed
- Ensure that there is savings on procurement spend
- Ensure that procurement planning is managed
- Ensure that SCM risk management is performed
- Ensure that the department pays all compliant supplier invoices within 30 days of receipt of invoice

### Diversity and Transformation

- Ensure that equity targets are met, 50% representation of women at SMS and 2% representation of persons with disabilities across all levels
- o Attraction of youth into the Public Service
- Ensure that reasonable accommodation is provided to employees with disabilities and employees with small children
- Ensure that reports have disaggregated data to show beneficiaries in terms of age, race, disability and gender

### Implementation of the MISS and overall accountability for security in the Department

- Compile reports on the implementation of MISS
- Establish a security committee for the institution
- Ensure that a security threat and risk assessment is conducted of the institution by the security committee
- Ensure and oversee the development, implementation and maintenance of an internal security policy and directives
- Ensure that Staff Members and Contractors with Access to Sensitive Information are Security Cleared
- Ensure that security training and awareness programmes are implemented to sensitize employees and relevant contractors and consultants about the security policy and directives and the need to protect confidential Information against disclosure.
- Ensure that employees and contractors, to whom the institution may have to disclose sensitive or classified information are informed on a need-toknow basis and are contractually bound to keep such information secret.
- Consider the recommendations made in the threat and risk assessment and implement security measures in the most efficient and cost effective manner that will ensure that identified security risks will be reduced to an acceptable level.
- Implement measures to ensure the continuous monitoring of compliance with the Minimum Information Security Standards, the internal security policy and any directives issued.
- Monitor the implementation of the safety plan

 Ensure that research on provincial safety priorities is conducted in the Province through strategic capability and leadership

 Facilitate research on special projects commissioned by the Civilian Secretarist for Police through strategic capability and leadership

 Facilitate the review policing policies and directives within the Province through strategic capability and leadership

 Review monitoring tools and safety models within the Province through strategic capability and leadership

### Integrated Governance

Development of protocol regarding intergovernmental relations

 Creation and maintenance of good working relationships with National Departments, Provincial Departments, Local Government, NGOS, and CBOs

 Provision of institutional and strategic support to the MEC with regard to Inter-governmental and inter-sectoral fora.

### International and Regional Integration

Ensure the performance of Special Projects

- Cross border crime. As the Chairperson of the Provincial JCPS I was instrumental in the coordination of all the role players in the effort to curb cross border crime and police corruption that enabled the crimes to take place.
- Firearms and explosives
- Crimes against women and children
- Wildlife crime and endangered species

### Ensure the provision of corporate support services to the department

 Facilitate the provision of effective corporate services in the department through strategic capability and leadership, people management and empowerment and change management

 Facilitate the provision of legal advice and support to the MEC and the Department through strategic capability and leadership and communication

 Provision of strategic management services in alignment with the Department planning processes through strategic capability and leadership and change management

 Monitoring and evaluation services within the department through strategic capability and leadership and change management

# Develop and implement an effective and efficient supply chain

### PERIOD:

# KEY PERFORMANCE AREAS

- Promote affective and efficient police service and improved police conduct
  - Ensure the monitoring and evaluation of police stations and SAPS specialized units within the province through strategic capability and leadership and communication.
  - Ensure that compliance audits on Domestic Violence are undertaken at all SAPS stations in the province through strategic capability and leadership and communication.
  - Monitor the implementation of IPID recommendations by SAPS through strategic capability and leadership and communication.
  - Monitor police visibility during major events / public protests / conflicts through strategic capability and leadership and communication.
  - Ensure that service delivery complaints against SAPS are addressed through strategic capability and leadership and communication.
  - Ensure the evaluation of SAPS case dockets takes place through strategic capability and leadership.
  - Facilitate the evaluation of police stations on the implementation of school safety crime prevention protocol through strategic capability and leadership and communication
- Promote effective and efficient community safety partnerships and the implementation of crime prevention initiatives.
  - Facilitate the establishment of Community Safety Forums through strategic capability and leadership
  - Oversee the assessment of Community Policing Forums through program and project management and strategic capability and leadership
  - Facilitate the establishment of ward safety community structures through strategic capability and leadership and communication
  - Support provincial community safety structures program through strategic capability and leadership and program and project management
  - Facilitate the implement Crime Prevention Programs within the Province through strategic capability and leadership, program and project management and communication
  - Facilitate targeted Integrated Law Enforcement Initiatives within the Province through strategic capability and leadership and communication
- Ensure effective and efficient police policies, practices, methodologies, safety models, monitoring tools and accurate policing needs through research

INSTITUTION:

OFFICE OF THE PREMIER

POSITION HELD:

GENERAL MANAGER: SECURITY SERVICES

PERIOD:

01 MARCH 2011 - TO DATE

# KEY PERFORMANCE AREAS

- Coordinate, facilitate and ensure the maintenance of personal security of the Premier.
- Coordinate, facilitate and ensure the maintenance of personal security of the Premier, Director General, other staff members of the Provincial Government, visitors or guests whilst in and around the offices of the Department and at official functions of the Government.
- Coordinate, facilitate and ensure the maintenance of the documents, ICT and communication security procedures within the Department.
- Coordinate a security risk assessment of the department and develop, implement, monitor and maintain department's security procedures and standards.
- The coordination and facilitation of the maintenance of the personal security of the Head of Provincial Government Administration, other staff members of the Department and visitors or guests whilst in and around the offices of the Department and at official functions of the Department;
- To ensure a conductive security environment at all Provincial Government departments, including those with a National Status, Parastatals and National Key Points (NKP) through the implementation of an effective security strategy and plan.
- To establish security mechanism that aim at ensuring that Provincial Government departments including those with National Status, Parastetals and National Key Points are safe and secured and comply with all relevant security prescripts.

INSTITUTION:

DEPARTMENT OF COMMUNITY SAFETY

AND LIAISON

POSITION HELD:

HEAD OF THE DEPARTMENT

- OPS POTHER
- OPS STIPPER
- OPS HUMAN

# **KEY PERFORMANCE AREAS**

- Planning & conducting crime prevention ops
- Cross border crime prevention
- Provincial disaster management
- Midlands taxi violence priority committee member

INSTITUTION:

DEPARTMENT OF ARTS & CULTURE

POSITION HELD:

MANAGER: SECURITY SERVICES

PERIOD:

01 APRIL 2007 - 31 FEBRUARY 2011

# KEY PERFORMANCE AREAS

 Coordinate, facilitate and ensure the maintenance of the personal security of the Member of the Executive Council.

\*\*\*\*\*\*\*\*\*\*\*\*

- Coordinate, facilitate and ensure the maintenance of the personal security of the Head of Department, other staff members of the Department and visitors or guests whilst in and around the offices of the Department and at official functions of the Department.
- Assist in the coordination of security services at multi-departmental official functions attended by the MEC or departmental representatives and routing and tracking of provincial government security service requests to NIA/SAPS;
- Conduct risk assessment on the security of the MEC and the Department and develop, implement, monitor and maintain the departmental security policy, procedures and standards.
- Coordinate, facilitate and ensure the maintenance of the information, physical, IT and communication security procedures within the department.

\*\*\*\*\*\*\*\*\*\*

YEAR

2009

CERTIFICATE:

SSA SECURITY MANAGEMENT/ADVISOR COURSE

YEAR

2013

# HONOURS/ AWARDS / RECOGNITION

DECORATIONS AND MEDALS: UNITAS MEDAL

TEN YEARS GOOD SERVICE

# EMPLOYMENT HISTORY:

INSTITUTION:

SANDF

ATTESTATION DATE:

18/07/94

SERVING UNITS:

NATAL COMMAND AND GROUP

(PIETERMARITZBURG)

CORPS:

SOUTH AFRICAN INFANTRY CORP

### POSITIONS HELD:

INTEGRATION LIAISON OFFICER KZN:

07/1994 - 03/1995

OPERATIONS OFFICER:

03/1995 -- 11/2000

SO3 OPERATIONS PLAN:

12/2000 - 08/2003

OPERATIONS ACTING SECTION HEAD:

09/2003 - 12/2003

JUSTICE MANAGEMENT (ADJUTANT):

01/2004 -- 01/2005

UNIT SECOND-IN COMMAND (2IC):

02/2005 - 03/2007

# PARTICIPATED IN THE FOLLOWING JOINT OPERATIONS WITH SAPS:

- **OPS JUMBO**
- OPS PAX
- OPS PAX II
- OPS MOSAIC
- OPS INTEXO
- OPS UNCLE JOHN
- OPS REWARD

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successfully completed this certificate programme hierdle sertifikaatprogram suksesvol voltooi het

# PROGRAMME IN PUBLIC SECTOR FINANCE



Duration of programme
Duur van program

SOUTH AFRICAN POLICE SERVICE

CLIENT SERVICE CENTRE

2019 -07- 13

CLEVELAND

SUID-AFRIKAANSE POLISIEDIT\*
18.02.2007

CHIEF EXECUTIVE ONICER





YEAR PASSED:

2010

## ACCREDITATION / CERTIFICATION/ FORMAL TRAINING

### ACCREDITATION QUALIFICATIONS:

S/NO	COURSE	RANK	DATE				
01	JUNIOR BRDG	LT	95/11/13 - 96/04/19				
02	PLATOON CMDR (CONVENTIONAL)	LT	96/04/22 - 96/05/17				
03	CORPS TRAINING AREA PROTECTION RURAL	LT	96/05/20 - 96/06/07				
04	OFFICER FORMATIVE	LT	97/09/22 - 97/12/18				
05	DRIVING AND MAINTENANCE	LT	98/07/06 ~ 98/09/04				
06	ANTI TANK (ATK)	LT	00/02/07 - 00/03/31				
07	COY 2IC	CAPT	00/10/23 - 00/12/01				
80	MORTAR BATTLE HANDLING	CAPT	01/05/14 - 01/06/08				
09	MILITARY LAW	CAPT	01/10/29 - 01/11/30				
10	COMPANY COMMANDER	CAPT	02/01/28 - 02/03/29				
11	INTEGRATED SUB UNIT COMMANDER (ISUC)	CAPT	02/05/20 - 02/06/21				
12	ORG & PLANNING OF TRAINING	CAPT	02/08/12 - 02/08/23				
13	BN CMDR (103)	MAJ	16/02/04 - 26/03/04				
14	JUNIOR COMMAND STAFF DUTIES (JCSD)	MAJ	2005 -2006				

CERTIFICATE:

SA ARMY JUNIOR COMMAND AND STAFF DUTIES

YEAR

2006

FORMAL TRAINING

KHAEDU PROGRAMME

YEAR

2006

FORMAL TRAINING

CORE SKILLS AND DEPLOYMENT MODULES OF

PROJECT KHAEDU

INDUSTRIAL RELATIONS |

MANAGEMENT I

BASIC SECURITY PRINCIPLES AND

PRACTICES

SECURITY LAW A

CRIMINAL INVESTIGATION A

BASIC FIRE PREVENTION AND

SAFETY STRATEGY

SUBJECTS (2ND YEAR):

INDUSTRIAL SECURITY

LABOUR LAW

MANAGEMENT II
 SECURITY LAW B

CRIMINAL INVESTIGATION B

OCCUPATIONAL HEALTH AND

SAFETY LAW

SECURITY PRACTICE II

SUBJECTS (3RD YEAR)

SECURITY PRACTICE III

MANAGEMENT III

ACCOUNTING PRINCIPLES

CORPORATE INVESTIGATIONS

\*\*\*\*\*\*\*\*\*

INSTITUTION:

UNISA

QUALIFICATIONS:

NATIONAL DIPLOMA

SECURITY

RISK

MANAGEMENT

\*\*\*\*\*\*\*\*\*\*

SUBJECTS:

ADVANCED CORPORATE INVESTIGATIONS

\* SECURITY RISK MANAGEMENT IV

RESEARCH METHODOLOGY

STRATEGIC MANAGEMENT

YEAR PASSED:

2006

INSTITUTION:

UNISA

QUALIFICATIONS:

BTECH DEGREE: SECURITY RISK MANAGEMENT

SUBJECTS:

ADVANCED CORPORATE INVESTIGATIONS

SECURITY RISK MANAGEMENT IV

# EDUCATIONAL QUALIFICATION: ACADEMIC/ PROFESSIONAL

LAST SCHOOL ATTENDED:

TECHNIKON SA

4 11

HIGHEST STANDARD PASSED:

NATIONAL HIGHER CERTIFICATE

YEAR PASSED:

E (4)

1999

# TERTIARY QUALIFICATIONS

INSTITUTION:

TELEPOST & TELECOMMUNICATION

COLLEGE (DAR-ES-SALAAM)

QUALIFICATION:

TECHNICAL OFFICER (NATIONAL

CERTIFICATE)

YEAR:

1992 - 1994

SUBJECTS PASSED:

BASIC ELECTRONICS

SEMI-CONDUCTOR & DIGITAL

TECHNIQUES

LINE TRANSMISSION AND MULTIPLEX

PRINCIPLES

 SUBSCRIBER APPARATUS & SWITCHING PRINCIPLES

\* TRANSMISSION PRINCIPLES AND

MEASUREMENTS

RADIO PRINCIPLES AND SYSTEMS

BASIC MICROWAVE EQUIPMENT

VHF EQUIPMENT (MOTOROLA)

INSTITUTION:

UNISA

\*\*\*\*\*\*\*\*\*

QUALIFICATION:

NDIP SECURITY MANAGEMENT

YEAR:

2004

SUBJECTS (1ST YEAR):

COMMUNICATION IN ENGLISH

CUES BEALT STORES

The figure makes charged their appears, out of purchases of your property of the control of the

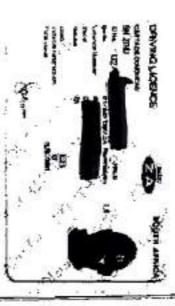
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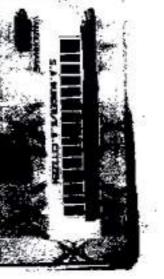
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SENTINGEN HOOM HOOF BRIDGES







# **CURRICULUM VITAE**

# PERSONAL DETAILS

SURNAME:

FIRST NAMES:

IDENTITY NUMBER:

DATE OF BIRTH:

GENDER:

MARITAL STATUS:

DEPENDENTS:

HEALTH:

HOME LANGUAGE:

OTHER LANGUAGES:

RESIDENTIAL ADDRESS:

TELEPHONE NUMBER:

NATIONALITY:

DRIVER'S LICENCE:

15 AUGUST 1968

MALE

DIVORCED

936

FAIR

ZULU

ENGLISH

SOTHO

KISWAHILI PORTUGUESE KWANYAMA

(CELL)

SOUTH AFRICAN

C1 .

### CREDENTIALS AND RECOUNTRON CERTIFICATE PAGINATED

S/N	NAME OF INSTITUTION	NAME OF QUALIFICATION	YEAR OBTAINED		
1	ST JOHNS COLLEGE UMTATA	HIGHEST QUALIFICATION OBTAINED MATRIC JMR	1979		
2	UNIVERSITY OF TRANSKEI	BSC,	1982		
3	UNIVERSITY OF TRANSKEI	PGDE	1963		
4	UNIVERSITY OF TRANSKEI	BED	1986		
5	UOVS	MED .	1991		
6	UNISA	PBL,	2000.		
7	UNISA	MBL	2003		
8	UNISA	LLS	2009		
9	LLSSA (LEAD	CONVEYANCING PRACTICE	2009		
10	UP	LLM ( IP&CYBERLAW)	2018		
11	UP	LLM EXCTRACTIVE INDUSTRIES IN AFRICA	2019		
12	LLSSA(LEAD	NOTARIAL PRACTICE	2009		
13	UNISA	PLT	200P		
14	HIGH COURT OF THE	ADMISSION CERTIFICATE	2009		
15	NORTHERN PROVINCE NATIONAL TREASURY	GOVERNMENT ACCOUNTING			
18			2000 2000		
17	NATIONAL TREASURY INTERNAL CONTROL IN GOVERNMENT  UNISA CERTIFICATE IN LABOUR LAWY MICRO AND				
	MACRO PERSPECTIVE)				
18	UNISA	ECONOMICS AND PUBLIC FINANCE	2000		
19	UNISA	PROGRAMME IN ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT	2001		
20	UNISA	COURSE IN LABOUR RELATIONS MANAGEMENT	2000		
21	UP	CERTIFICATE IN AIRSPACE	2013		
22	UP ·	ANDTELECOMMUNICATIONS LAW  CERTICATE IN PUBLIC INTERNATIONAL LAW	2013		
23	UP -V-	CERTIFICATE IN ADVANCED HUMAN RIGHTS	2015		
24	GAUTENG SOCIETY OF	PUPILAGE COMPLETION CERTIFICATE	2016		
25	LEGAL PRACTICE COUNCIL	LPC MEMBERSHIP	2010		
		Control of the Contro	2019		
26	SIDA SWEDEN	ANYANGED INTERNATIONAL TRAINING			
		ADVANCED INTERNATIONAL TRAINING PROGRAMME			
27	CANADIAN DEFENCE ACADEMY: OTTAWA	CIVIL - MILITARY RELATIONS PROGRAMME	2010		
28	PRETORIA DEFENCE SENIOR LEADERSHIP PROGRAMME		2007		
	CAPACITY BUIL	DING FACILITATION RECOGNITION			
29	DOE	20 YEARS SERVICE CERTIFICATE	2004		
30	000	TORWARDS OUTCOMES BASED FLANNING	2009		
31	DOD	DEEPENING OUTCOMES BASED PLANNING	2010-2011		
32	SOUTH AFRICAN WAR GOVERNANCE MODULE PRESENTATION		2012		
A. B	COLLEGE	CORPORATE MANAGEMENT MODULE	2013		
c	+	STRATEGIC CONTEXT MODULE	2014		
20	COMPUTE	R PROFICIENCY CERTIFICATES			
33	COMPUTER SERVICES	MICROSOFT OFFICE PACKAGE	1998		
34	COMPONENT SERVICES	IDENTITY COPIES	1990		

### Vocational Education and Training Directorate (1996 – 1998) Responsibilities:

- Responsible for Engineering Framework Committee- Involved in modernisation of engineering programmes in partnership with industry and Business.
- Participated in developmental processes of standards in the various industries and training boards especially the MEIETB.
- Developed, licitofed and secured approval for the implementation of the Communication Plan and Strategy for Curriculum 2005 as well as monitoring impact of such through independent service providers
- Developed the Policy, Strategy and marketing plan for Further Education and Training Sector

# 1984 – 1996 NYANGA SSS DEPARTMENT OF EDUCATION] Maths and Science Head, Deputy Superintendent and Acting Superintendent Achievements:

- Raised the Profile of the Institution Nationally and Internationally.
- Increased the participation and success rates of learners in science and economic related career pursuits by 80%
- Raisot the profile and recognition of Mathematics as a language with high success rates and increased external efficiency of the programmes offered: as measured through forward and reverse tracer studies. Developed excellence and successful mixed (full-time and Adult learners) remedial programmes for learners with difficulties in their understanding of Mathematics.

Mathe and Science Educator and Head of Division (1984 - 1991)

### Achlevements:

- Co-ordinated the Science Olympiad international Competition which led to some students qualifying for an exchange programme abroad
- Responsible for the recognition of Mathematics as a language to be learnt by all learners at the institution
- Contributed to the increase in the participation rates in Engineering, Medicine and emerging careers.
- Responsible for the forging partnerships with Universities, Technikons and Business to identify emerging careers and possibilities for financial assistance of learners.
- Responsible for Career Guidance and counselling
- Responsible for a constant increase of pass rate in Mathematics of above 70% from 1965 till 1998
- Responsible for the establishment of an Adult Centre at Engcobo from 1986 and responsible for upgrading of competency and skills level of workers and Out of School Youth

### References

Mr T, E. Molumi

Ex - Director-General: Department of Military Veterans

Cell No: 0828012101

Tsepamotumi@dod.mi.za

Lt General (Ret) T.T. Matenzima

Retired Acting Seodef and Retired South African

Military Ombuda

Cell No: 0828076804

Dr T Gamede Defence Secretariat

Chief Policy Strategy and Plan, Department of Defence: Cell No; 082 3396941 Thobekile, Gamedo@dod.mll.za

- Task team member for the development of General and Further Education and training Quality Assurance
- Co-ordinate the partnership and collaboration between Education, Labour and Department of Trade and Industry on learnerships, demand led programmes and learning support services
- Facilitated process leading to the Partnership agreement between Department of Education and Department of Labour on the joint venture on learnerships
- Development of procedures and criteria for registration of private further education and training institutions
- Responsible for the development of Funding system for Further Education and Training Sector
- Providing advice on DoE's strategic repositioning for regulating the private FET provision.
- Developed in collaboration with DoL and other critical stakeholders the learnership framework which informed the identification of critical criteria for selection of learnership programmes, costing as well as the roles and functions of SETAs

# Acting Director for Planning and Institutional Support (1998 - 1999) Responsibilities:

- Participated in the Education cross-cutter Human Resource Development needs analysis for emerging careers for the Foresight Project: Department of Arts, Culture and Science
- Developed a working Paper on the components of a system for Learning support services in FET: Career Guidance, Piscement, Pre and Post Counseiling, Trend Analysis; Occupational Classification system in collaboration with the Skills Planning Development Unit (SPDU) of the Department of Labour
- As a DoE representative in the NSA Project Steering Committee charged with the development of a learnership system thus, produced the Framework for learnership and ETQA functions for SETAs, Framework for Learnership learning egreements and learning contracts
- Developed guidelines for the development of learnerships and skills programmes as well as
  costing framework which encompass planning, design, development, implementation,
  assessment and continually feedback through monitoring and evaluation
- Developed indicators for evaluation and impact assessment regarding efficiency and effectiveness as well as design and methodology for collecting reliable and valid data on the indicators.
- Developed the standards and Qualifications for ETD (Occupationally directedness) Standard Generating Body in partnership with Department of Labour
- Co-ordinating the development of a framework for partnership and collaboration between Department of Education and Department of Labour
- Identification of partnership arrangements necessary for the delivery of essential capacity building programme for the delivery of FET Act 1995 and National strategy: based on capacity audit
- Member of the Quality Assurance Coordinating Committee responsible for the determination of indicators for the Education For All (EFA) Project as well as the refinement of the instruments for systemic evaluation at grades 3, 6, and 8 in line with the planned curriculum reform plan
- Reference group for open learning research which evaluated the research that was outsourced to service providers
- Introduction and successful marketing of the learnership concept within the National and provincial Departments of Education
- Co-ordinate the pertnership and collaboration between Education, Labour and Department of Trade and Industry on learnerships, for the development of demand led programmes and learning support services
- Development and securing approval of the Portnership agreement between Department of Education and Department of Labour on the joint venture on the roll out of learnerships within public FET colleges
- Development of unit standards for SDF through the in the ETDP learnership working group.
- Development of the template that informed the framework on the Funding system of learnerships as well as Further Education and Training Sector
- Development of the working paper the strategic positioning of youth programmes in partnership with DoL

- Developing Service Level Agreements for services that are to be outsourced within the unit
- In 2002, established a working group representative of provincial departments of education, DoL, SAQA, Umalusi, APPETD which provided strategic advice and input on the Instruments developed to regulate private FET provisioning in recognition of the schedule 4 constitutional obligation.

### 2004-2005 Department of Education 123 Schosman Street Pretoria 0001

Chief Education Specialist: Further Education and Training Branch: Private FET Colleges Directorate

### Responsibilities:

- Development of the model for analysis and evaluation of financial audits as part of financial and business risk assessment and evaluation of financial sustainability of business entities that operate within the education and training sector
- Development of administrative Instruments for amendment, conversion and monitoring and evaluation of business entities that offer private education and training within FET
- Coordinating quality assurance matters across ETQAs, SETAs Umalust and SAQA so as to standardise the accreditation (programme and institutional) reports issued to private institutions.
- Providing leadership in the monitoring of private FET institution through annual reporting and knowledge management information and business intelligence systems
- Conducting legal and financial due diligence which encompass financial and business risk analysis of institutions as well as evaluation of the applications through the determination process.
- Drafting responses for the Registrar on the outcome of the financial and business risk assessment as well as responses to appeals lodged
- Coordinating the standardisation of the reporting format of Occupational health and safety audit reports with the Department of Labour and the accredited providers throughout the country

### 2001 - 2003 Department of Education 123 Schoeman Street Pretoria 0001

Chief Education Specialist: Further Education and Treining Branch: Private FET Registration Directorate: Private and Public FET Colleges

### Responsibilities:

- Development of resource mobilisation strategy that led to the establishment of the Private FET Registration Directorate
- Analysis of skills and competencies needed as well as development of the Directorates organogram, job analysis and descriptions for the various competencies required for the various positions.
- Responsible for the pre-registration survey of private FET institutions in South Africa
- Development of instruments for regulating private education provision and monitoring compliance to the legislative framework
- Development of the road map to inform the Department on the size and scope of private FET provision which included development of a concept paper, content planning and instrument design to collect the data for the pre-registration survey, capturing and analysis of data and verification through involvement of the critical external and internal stakeholders on the analysis and interpretation of data collected
- Davelopment of the Working Paper on the private FET pre-registration survey, 2001
- Responsible to provide advice on the administrative, capacity requirements as well as
  operations strategy for the registration of private institutions in South Africa.

# (2000) Chief Education Specialist: Further Education and Training - Planning and Institutional Support

Directorate: Special Programmes aub-directorate

### Responsibilities:

Reference group for open learning research

- Providing advice on DoE's strategic repositioning for regulating the private FET provision as well as identification of functions that could be resourced as well as the necessary monitoring of such
  - Identified and presented necessary amendments to the FET Act to provide for regulating private FET institutions to the legal services business unit for consideration and aubmission through governance structures for approval
- Developed an HRD strategy to provide the staff with the skills and compatancies to provide support for the regulating private FET institutions, ETQA coordination, curriculum reform (national curriculum statements for FET colleges) as well as institutional landscape for FET Private and FET Colleges during (2001 – 2003)
- Provided continuous strategic advice on possible fast tracking through collaboration with social
  partners through competition as well as responses from the Competition Tribunal
- Member of the Training Committee for the Department of Education and thus responsible for
  evaluating the HR plenning and development within the Department as well as collation and
  finalisation of the WSP for ETDP Seta. As Skills Development Facilitator 2000-2003, identified
  training programs as well as accredited service providers, to utilise to help bridge the skills gap
  identified in the skills Audit for the unit.
- As a DoE representative in the NSA Project Steering Committee charged with the development of a learnership system thus, produced the Framework for learnership and ETQA functions for SETAs, Framework for Learnership learning agreements and learning contracts
- Developed guidelines for the development of learnerships and skills programmes as well as costing framework which encompass planning, design, development, implementation, assessment and continually feedback through monitoring and evaluation
- Developed indicators for evaluation and impact assessment regarding efficiency and effectiveness as well as design and methodology for collecting reliable and valid data on the indicators;
- Developed the standards and Qualifications for ETD (Occupationally directedness) Standard Generating Body in partnership with Department of Labour
- Successfully Facilitated process leading to the Partnership agreement between Department of Education and Department of Labour on the joint venture on learnerships.
- Developed the learnership framework as well as the accompanying guidelines and criteria
  for selection and evaluation of learnership programmes in line with national priorities in
  the various economic sectors
- Development of template for evaluating business and financial risk of institutions as well as determination of risk transfer through partnerships between private and public institutions for delivery of learnerships
- Identification and Development Task directives for partnerships between private and public FET institutions as well as outsourcing of functions including the roll out of the marketing strategy as well as the perception survey
- In 2003 –2004 developed and secured approval of regulations, application forms and guidelines for regulating private institutions:
- Development and implementation a medium to long term high impact integrated communication strategy (8 Ps) and plan to raise the profile of the debate around private institutions for the registration of private FET institutions, raise awarehase on consumer protection as well as provide advice to the institutions on how to better position themselves for registration
- Mobilisation to secure of buy in through consultation with GENFETQAC/ Umalusi, SAQA, APPETD, SETA- ETQA Forum on accreditation, assessment and quality assurance issues as a means of promoting peer evaluation and continuous quality improvement
- Developed and implemented the resource mobilisation strategy for FET, with the
  evaluation of posts using business analysis techniques, which led to the establishment of
  the private FET registration Unit, which was elevated in 2003 to Director Level.

- Development of DOD submissions for the MINCOMBUD regarding additional resources for servicing force prep, readiness and employment in fulfilment of government ordered commitments.
- Introduced Directorate Operational Plans as part of strategic planning, WSP and performance evaluation methodologies that strengthen alignment with the above HR practises.
- Successfully related the profile and positioning of risk management within CPP, an intervention
  that led to the creation of a separate unit to address risk management within the stretegy,
  policy and planning division, as well as the costing thereof.
- Provided leadership in the longitudinal desktop analysis of guidelines issued by the MinDef, SecDef and CSANDF as part of M&E as well as attribute mapping
- Developed working paper on the repackaging of the strategic plan in line with the Tressury Guidelines as amended as well as the monitoring the alignment of ENE processes and guidelines.
- Developed processes and system to inform the content development, consultation, quality assurance, (OTP) production, publication of strategic plane, quarterly reports, annual reports as well as presentations to various oversight committees.
- Created visibility of the need to resuscitate Project Ntuthwane. Developed the concept document that Informs the programme structure, delivery mode, resourcing, the piloting and the roll out, which got approved by PDSC and is being implemented.

1996 – 31 July 2008 NATIONAL DEPARTMENT OF EDUCATION Chief Education Specialist: Further Education and Training Branch

### Directorate: Private FET Colleges Achtevemente:

- Developed models and templates for conducting financial and business risk assessment
- Developed Instruments and accompanying guides for registration, amendment, conversion and annual reporting for business entitles that operate within the education industry
- Successfully marketed the importance of triple bottom line, economic reporting and global reporting as part of ensuring compliance as part as part of regulating private education provision
- Established the Private FET registration Unit and a blueprint to inform its operations and critical
  functions of financial and business risk assassment, knowledge and information resource
  management and stakeholder management including the establishment and operationalisation
  of the currently full functioning call centre
- Developed the business strategy, operations design and management strategy, knowledge
  management and information, resource mobilisation strategy necessary for regulating private
  PET provision in South Africa in time with the blueprint for regulating the private further
  education and training provision in South Africa with the eccompanying functional areas
  involving policy development and support knowledge management systems design,
  Enforcement, Compliance and Compleints procedures and business processes
- Developed the Working Paper in colleboration with the HE private Registration Unit that informs the operations strategy for the creation of a single national registration unit for both private FET and HE institutions
- Identified necessary amendments to the FET Act, 1998 so as to give effect to the developed regulations for registration of private FET institutions in South Africa as well as instruments for registration and monitoring compliance with the requirements of the FET Act, 1998; SACA Act, 1995 and relevant labour laws and corporate law protocols.
- Developed the instruments to collect the data for the pre-registration survey, captured the data and analysed and consulted the critical external and internal stakeholders on the analysis and interpretation of data collected
- Conducted the first baseline exploratory study in 2001 on the size and distribution of private FET institutions, which helped to provide advice on the administrative, capacity requirements as well as operations strategy for the registration of private institutions in South Africa.

- Provide leadership to the Departmental Planning and Budgeting Committee, its mandate, operation and reporting thereof
- Manage the civil military relations between the Department and the Parliamentary Oversight Committees
- Coordinate the relations between the DCO and the Treasury with regards to management of Performance Information
- Collaboratively, with the Finance division monitor the implementation of the multi-pronged strategy to help realise qualification free audit in the DOD, with special emphasis on operation clean audit.
- Coordinate the strategy and priority formulation and reviews for the Department through Annual Planning and Budgeting Seminars, Biannual Minister's Strategic Worksessions, Blannual DOD Worksessions, Biannual Defence Secretariat Worksessions and Annual Divisional Worksession for the Strategy, Policy and Planning Division.
- Provide leadership to the development and implementation of systemic monitoring and evaluation through the Balanced Scorecard, and the customisation thereof

### 1/08/2006 to 30 October 2011

### DEPARTMENT OF DEFENCE

# Director: Stretegy and Planning: Chief of Defence Policy and Planning Division

### Responsibilities

- Collaboratively develop the defence strategy and strategic plan to guide the defence functional strategies line with domestic and national security. landscape.
- Continually align DOD planning instruments with government planning frameworks
- Provide leadership to the development, publication, implementation and management of the control of DOD level 1 Strategic business Plan
- Provide leadership towards the development of inputs to the ENE as well as the monitoring
  of performance against plan
- Provide leadership the development, publication of DOD Level 1 Quarterly and Annual reports
- Provide Leadership towards the development and management of DCD inputs to MTEF and MTSF and POA and ensure inclusion of these in the DOD strategic plans
- Develop monitoring and evaluation instruments in line with government prescripts
- Conduct research on strategic positioning in government and provide implications for the Department of Defence
- Provide leadership to the identification of strategic issues within the Secretarial.
- Provide leadership towards the identification of programmes necessary to capacitate the DOD planners and managers in planning, reporting as well as Monitoring and Evaluation

### Achievements August 2006 to - date

- Institled ownership of the strategic plans, quarterly report and annual reports within the Department
- Ensured compliance with regulatory frameworks regarding the development, consultation, approval, publication and tabling of the Strategic Plans, quarterly reports and Annual reports
- Improved the content and quality of strategic plan, quarterly and annual reports for the Department
- Amended and marketed the DOD planning framework and ensured alignment with the government planning framework
- Introduced systems for monitoring the performance against plan as well as spending patterns
  as well as consistent monitoring of corrective measures at DPBEC in pursuit of Treasury
  Regulation 5.3.1 developed in terms of the PFMA, 1999
- Provided leadership to the development of planning guidelines to provide for one-stop shop reporting for the various Govt projects including POA.
- Participated in the submission of options to the National Treasury

2000

University of South Africa

Certificate Programme in Economics and Public Finance

Certificate in Industrial Relations Management

1991

University of the Orange Free State, Bloemfontein

MEd specialising in Comparative education, systems design

and organisational Development:

1986

University of Transkel, Umtata

BSc

Postgraduate Diploma in Education

BEd

Other courses

Sweden, Stockholm (Swedec)

Certificate in Advanced International Training in Management of Technical and Vocational Education and Training (1998)

Department of State Expenditure Accounting in government (distinction)

Financial Management course

Internal control in government (distinction)

Advanced Project Management Course for Administrative

and Professional Personnel

Course on HEAT software for call centre operations control,

knowledge and client management.

Goldmine on database management, and report writing

Membership

SACE, IOD SA, LPC

Author & Publisher

STRENGTH NURTURING GOD'S TALENTS THROUGH

STEWARDSHIP[ISBN:978-4-49909-292-9]

# Career background

### DEFENCE AND MILITARY VETERANS VOTE

DEPARTMENT OF MILTARY VETERANS
1/9/2019 TODATE ACTING DEPUTY DIRECTOR-GENERAL: ADMINISTRATION
PROGRAMME
Arose of Responsibility

- Provision of corporate support services in the Department of Military veterans.
- To provide (a) departmental direction to ensure effective management of the department and (b) infrastructural and accountability support to the Organs of state established through and by the Military Veterans Act 1
- To co-ordinate and facilitate research, policy, strategy and operational planning processes.
- To manage the entire facilities management value chain.
- Provision of Integrated Human resources management strategy
- Coordinate the provisioning of appropriate physical, logistical and ICT infrastructure

<sup>&</sup>lt;sup>1</sup> Section 6(1) of the Military Veterans Act18 of 2011.

### RESUME' FOR



Resides

Pretorla

Telephone Numbers

I D Number

South African

Nationality

Languages

Xnosa, English

Postel Address

Email Address

Academic Background

2020

2009

2013-2019

LLD Candidate: University of Pretorla

Pupilinge Programme Attended and Completed

University of Pretoria

LLM Intellectual Property and CyberLaw Dissertation: CYBERSECURITY POLICY AND

LEGISLATION IN SOUTH AFRICA

LLM EXTRACTIVE INDUSTRIES IN AFRICA

THE DISSERTATION on TORWARDS LEGISTLATION TO PROMOTE ARTISANAL SMALL SCALE MINING(ASM) Attended the Capacity Building Programmes on

Course on Public International Law, Course on International Human Rights Law

Summer School on Air, Space and Tele communication Law

EMPOWERMENT

SANDE

Coordinator and Presenter of the Biannual Programme on Despening Outcome Based Planning within Defence (2009-

2011)

Presenter the corporate Management Module for the Joint Senior Command and Staff Programme within the South

African National War College

Maths Educator at General, Further and Higher Education

Mentor for Engineers, Actuaries and Strategists

Member of Military Spouses Forum

University of South Africa LLB, UNISA LAW SCHOOL

(LEAD) PMT. Certificate in Practical Legal Training (PLT) Certificate for Notary Practice, Certificate on Conveyancing

Practice

Admission as an Advocate of the High Court.

2004 University of South Africa

Master in Business Leadership (MBL)

International Financial Markets; Advanced Financial Management, Corporate and Business Strategy; Services

Marketing

2001 University of South Africa

Certificate in Programme for Business Leadership (PBL)

Certificate Programme in Entrepreneurship

### APPOINTMENT OF MEMBERS OF THE BOARD FOR ONDESTEPOORT BIOLOGICAL PRODUCTS (SOC) LIMITED (OBP)

### 1. SELECTION CRITERIA

### Requirements:

Nominated persons will have a feadership and oversight role on effective and efficient governance and performance of the OBP.

### Qualifications, Skills and Experience:

- Audit and Risk
- Animal Health / Husbandry
- Pharmaceutics / Veterinary or Biological Sciences
- Human Resource Management
- Financial Management
- Corporate Governance
- Engineering / Research and Development
- Law
- Vascine Development

### 2. INTRODUCTION

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- (i) "The Selection Committee after careful consideration of the principles of good governance and continuity (especially institutional memory), resolved that applications from members of the current Board would not be considered for shortlisting and inclusion the new Board.
- (ii) The Selection Panel also advised that the inclusion of a category to address Engineering concerns due to the OBP establishing a Good Manufacturing Practice (GMP) Facility may be catered for within the recruitment and selection practices of the OBP. The Selection Panel is of the view that the OBP can insource this capacity at management level and not the Board as it is a temporary requirement.
- (iii) The Selection Committee agreed on categorization and stratification of the nine qualification criteria into six critical areas and then shortlist the candidates in accordance with the areas of specialties/skill as indicated in 3.1 to 3.6.

### RECOMMENDED CANDIDATES BASED ON THE SELECTION CRITERIA, SKILLS SET AND SPECIALITY

The Selection Committee considered a number of applicants and identified two most suitable applicants for each category. These are indicated below as well as the preferred candidate for appointment in each category.

1

PROFILES OF RECOMMENDED MEMBERS FOR THE BAORD OF ONDESTEPOORT BIOLOGICAL PRODUCTS (SOC) LIMITED (OBP)

# 21 SEPTEMBER 2020

0	NAME AND	AGE, GENDER AND DEMOGRAPHICS	EXPERTISE CATETORGY	QUALIFICATION	WORK EXPERIENCE
	(African)		ANIMAL HEALTH / HUSBANDARY / VETERINAR	PhD Animal     Breeding and     Genetics     Masters of     Business     Leadership     MSc Agriculture     BSc Agriculture     CHonours)     BSc Agriculture     Matric	<ul> <li>Director, Ozone Agri Development Solutions Pty (Ltd) (2017- current)</li> <li>Director, Youth Changing Life Foundation, 2016- current</li> <li>Head of Department &amp;Research professor, Tshwane University of Technology, 2013-current</li> </ul>
7		African Female	FINANCE	Chartered     Accountant (CA)     B Com     Accounting	<ul> <li>HOD: Finance Operations, South African Airways, Nov 2017 - Oct 2018</li> <li>Senlor Specialist: Group Finance, SA Express Airline (SOC) Ltd, May 2014-Oct 2017</li> <li>Head: Group Finance, ThyssenKrupp Engineering, Oct 2013-Mar 2014</li> <li>CFO, Brevity Trade 12, Apr 2012 - Jun 2013</li> <li>Senlor Accountant, ACSA, Nov 2007 - Mar 2012</li> <li>Senlor Manager. Group Reporting, South African Airways, Mar 2003 - Apr 2005</li> <li>CFO, IFRS Specialists, May 2005 - Oct 2007</li> <li>Articled Clerk, Transnet, Jan 2000 - Feb 2003</li> </ul>

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Financial Accountant, CONSOL Corrugated Packaging, 1994- Dec 1999     Financial Accountant, National	Sorghum Breweries, 1992- Oct 1994  Internal Auditor, Ciskel Agricultural Corporation, Jan 1989- May 1992	Rights of Appearance in the High     Court of South Africa     Attorney at the Legal Board of South     Africa	Attorney on the panel for Workerslife     Attorney on the panel for Clientele	Attorney on the panel for Alfred Durna     Local Municipality	Attorney on the panel for orate     Attorney	<ul> <li>Attorney for the Ladysmith Association for the Aged</li> </ul>	<ul> <li>Commissioner for small court</li> <li>Ladysmith</li> </ul>	Senior Labour Relations Officer/ Team	Department of Health/Gauteng Shared	Professional Nurse, Cullinan Care and	Nenabilitation Centre, Jan 1880-1 60 2002	<ul> <li>Mentor, Medunsa, 1992-1995</li> </ul>		
		Certificate of Mediator     Accreditation						• MBA	in Human	Development	Post Graduate     Diploma in	Management	Bour Degree     Marris	Older .
		LAW	-					HUMAN	RESOURCES	5		33	1"	
		37 years Indian Female	類					51 years, African						
		(Indian)												

		_
Director, Fraudsters( Pty) Ltd, current	Executive Investigations, Bowmans Giffillan Inc, 2017 — Dec 2019 Director, Fraudsmiths (Pty)Ltd, 2015-2017 Consulting Project manager/ Specialist Consultant, Bridging Concepts Financial Service (Pty) Itd, 2006-2015 Senior Manager, ShweNtsalubaGobodi, 2004-2005 Senior Internal Auditor, Nedbank, 1999-2004 Internal Auditor, Wheels of Africa (Pty)Ltd, 1998 Trainee Accountant, Ernst & Young, 1995-1998 Financial Accountant, Internal Auditor, National Sorghum Breweries (Pty) Ltd, 1993-1994 Bookkeeper, 1992-1993 Unit frust cash book Clerk, Nedbank Limited, 1990-1992	Data Capturer, Irainee Accountant, Gaddie Bros & Partners, 1989-1990
		•
B.Compt Honours     Bachelor of     Accounting     Certificate in     Theory of     Accounting     Chartered     Accountant	Presidential     Strategic     Leadership     Development     Centificate in     Company     Direction     B Com     Matric	
AUDIT AND RISK	GOVERNANCE	
49 years, Coloured   AUDIT AND RISK	51 years African Male	
ú	6	

### Summary Of Shortlist

Initials & Surname Race & Gender

- 1. African Male
- 2. African Male
- 3. African Male
- 4. African Female

### Summary

1. LB degree and post graduate qualification in management Practise. Currently functioning as the CEO of the National Heritage Council from 2004 to date and prior Senior Managerial experience was as a Manager in Business Administration in the Department of trade and industry. Display strategic leadership as his strength in his CV. The candidate was shortlisted as he met the shortlisting and panel criteria.

2. African Female in position of an LLB and Masters in Property Law, currently studying towards a MBA. Currently a Senior Legal Manager: Claims Assurance at the Road Accident Fund from 2017 to date, prior to this she was a Director at a private practice from 2015 to 2019. Also worked as a Legal Manager: Parliamentary at the Mpumalanga Provincial Legislature from 2015 to 2017. Prior to this she was a Senior Manager: Legal Services at a Mostikgomo mining and investment from 2012 to 2017. Also worked as a Senior Manager Legal Services, Commission for gender equality and a Senior Associate at Mostikgomo mining and investment from 2019 to 2012 and also as an Executive Director for people opposing women abuse from 1997 to 2000

The candidate was shortlisted as she met the shortlisting and panel criteria.

African Male in position of a LLB and LLM degree. Currently working as the Senior Special Advisor to the Minister of Justice and Correctional Services from 2019 to date, prior to this he was a Chief Director at the United Nations from 2014 to 2019, also served as the Deputy Ambassador to the United Nations in New York from 2019 to 2014, prior to this he worked as a Director: Humanitarian Affairs from 2005 to 2009. He has over 15 years' experience as a Senior Manager. Also serve as the chair for various committees and sub-committees. Admitted as an Attorney.

The candidate was shortlisted as he met the shortlisting and panel criteria.

4. Developer, sales and marketing at Murray and Roberts from 2018 to date, prior to this he was Deputy City Director and Ekurhuleni Municipality from 2006 to 2010 and also as a Strategic Executive Director at the same municipality from 2002 to 2006 and prior to that a DOG and Department of Safety and Security from 1994 to 1995. Served on various panel and discussion groups.

The candidate was shortlisted as he met the shortlisting and panel criteria.

### JUSTICE AND CONSTITUTIONAL DEVELOPMENT

### REFERENCE: 20/42/00

CENTRE: NATIONAL DIFFICE, PRETORIA

BALARY: R1 978 533 - R2 228 820 per konum (All Inclusive). The successful candidate will be required to sugn a performance agreement

### REQUIREMENTS:

- An undergraduate Legal qualification (NQF 7) and a post graduate legal qualification, NQF 5.
  - 6-10 years' experience at tenior manageral and loadorship lovel, of which 3 years must be with any organ of state as defined by the Constitution.
    - Admission as a tegal Practitional (Alternoy of Advocate) will be an added adventage
- Sound knowledge and pinderstanding of the South African considerational and legal systems.
- Knowledge and understanding of whempational law and
- Knowledge and understanding of the PFMA

### BKILLS AND COMPETENCIES:

- · Visionary leadership, analytical thinking and labelal
  - thinking
     Strong stratege management and the ability to work
    and interface constructively with tay stakeholders in
    the justice sector including the Judiciary and the tegal
    profession
    - Apprecation of broad based economic empowerment principles.
- Ability to entiate reterprets and translates nettonal policies for implementation
  - Programme and project management
    - Financial and people management
- Change management
- · Communication

### DUTTER

- Marshal the resources of the DGJ&CD to effectively
  advise, support and assist the Merister in the execution
  of the justice mendate under the portfolio.
  - Oversee the management and administration of the Bapariment through the provision of strategic leadership on Legislative Development, Court Administration and Master of the High Court Service.
     Oversee the promotion and the implementation.

of legislation and programmes advancing the constitution, constitution denocracy and human

Christian parameter.

 Ensure effective corporate governance through tinancial management, risk management, audit, systems and procedures.

DINDURNIES: Mr D Mahale (012) 357 8688

APPLICATIONS: Quoting the relevant reference cumber, direct your application to: DQ,20-62-DGS)astice.ggy.za

NOTE: Interested applicants must submit their applications for employment to the email address specified to dech post. The email others and completed and repred form 203, obtainable from any Public Service Department or on the internet or sequence, and with a foot size of 10 and Arial thems foot, copy of identity Document. Benier Centricate and the highest required qualification as veril as a driver's license where necessary. Attachments must be immed to 10 elegablytes, Emails that do not comply with the above appointance will bounce back without reaching the Department. Original/centified copies must be produced by only shorthested dandslates and must be produced during the interview date.

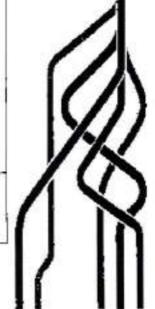
what he applied for People with Osabilities Including where accept that your application has been unsuccessful. The qualifications. Applications that do not comply with me shortlated candidates for GMS ports will be subjected to a sechnical and competancy assessment. A pre-entry certificate obtained from National School of Government (NSQ) is imanesal disclosure form and also be required to undergo must provide the Police Clearance certificate from country of 1996), the Employment Equity Imporatives as defined by the Employment Equity Act, 1998 (Act No: 56 of 1998) and relevant Human Resources policies of the Department will Regionable accommodation dehear's license is a requirement. Correspondence will be Armilled to sheet-bested candidates only. If you do not haar from us within 3 months of this advantisement, please department reserves the right not to fill these positions. Wormen and people with disabilities are encouraged to apply above manifored requirements will not be considered. All required for all SMS applicants. Candidate will complete a A SADA evaluation report must sociompany foreign In the litting of vacant poets the objectives of section 196 (1) (I) of the Constrution of South Africa, 1996 (Act No. 108 a security cleanance. Foreigners or duel ontrensitio holder of origin. The DOUGCD is an equal opportunity employer be taken into consideration.

# PASSENGER RAIL AGENCY OF SOUTH AFRICA

PRASA BOARD RECOMMENDATIONS



	STRUCTURE OF PRESENTATION	
1111	Background	Slide 3
11	Legislative Framework	Slides 4-5
	The Nomination Process	Slide 6
	Members of National Assembly	Slide 7
	Public Service Officials	Slide 8
	Limiting Multiple Membership of Boards	Slide 9
	Shortlist	Slide 10
10.75	Recommended Candidates	Slide 11
	Candidates' Profiles	Slide 12-14
1	The end	Slide 15



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The following table summarises the profiles of the recommended candidates.

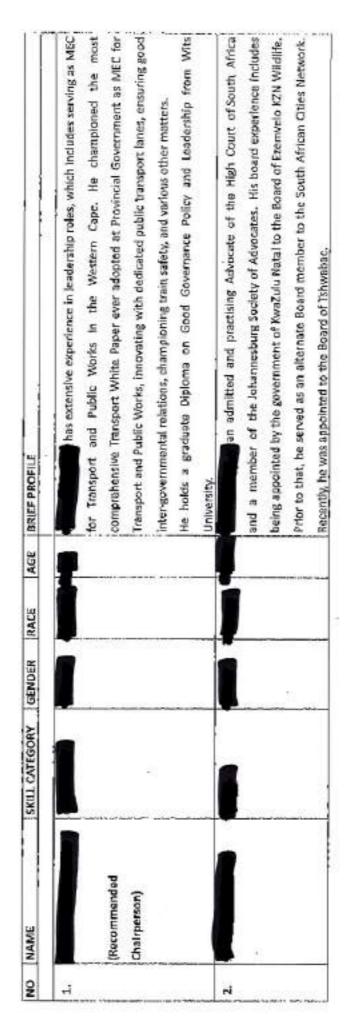
Q.	NAME	SKILL CATEGORY	GENDER	RACE	AGE	BRIEF PROFILE
uć.			1_	1		management consulting firm. He is a communication specialist who served the University of Limpopo in various capacities for 25 years. He holds an MBA from Resenesys Business School and a BA from the University of Limpopo.
		l	1_			Frently works as a Dean in the Faculty of Engineering and the Built Environment of the University of Cape Town. She holds a Phd to Civil Engineering, a BSc in Chemical Engineering and a MSc in Chemical Engineering
			]			Is an accomplished researcher, administrator, manager and strategist. She has extensive public sector and private sector experience serving in leadership roles. Her experience spans security and strategy in the various roles she has occupied which include Director-General in the Department of Economic Development and Department of Women. She holds a Masters Degree in Security Studies and a Masters in Sociology.
oğ.						Is currently the Managing Director of Mpye Consulting and is qualified as a Chartered Accountant. Her expedience spans managing a private enterprise, strategy and financial management. She holds a 8.0om Accounting degree.

The following table summarises the profiles of the recommended candidates.

2	NAME	SKILL CATEGORY	GENDER	RACE	AGE	BRIEF PROFILE
oñ.			I			Amenty serves as the CEO of MMND Engineering. He holds a degree in
			_			Project Magagement & Business Management, He has experience in Strategic
		<u>-</u>				Growth, Railway Industry (12 years); Railway Product knowledge, Railway
		- 13:			0000	Operations, and Rall Manufacturing. He has served as a Technical Advisor at General
						Electric on C30ACI Locomotive, the first AC diesel-electric locomotive to be
1000 1000 111		ſr.	×	,	=112	introduced to sub-Saharan Africa. He also served as Performance Analyst at
m: 1 mm /m-	2000		-			Bombardier Transportation's electrostar for Gautrain Project, in South Africa. Prior
	41-					to this, Matodzi was Assistant Technical Fleet Owner at Transnet (Wagon Business) on
	), jústica					hoth container wagons and new build wagons. He acquired considerable
	**			٠		international experience in management, operations and technical skills on rolling
	60					stock in rall Industry in France, United Kingdom, Brazil and USA.
4			ļ	J	I	s a Chartered Accountant. She currently provides specialist accounting
						financial advice and opinions on the interpretation and application of the
						Johannesburg Stock Exchange (JSE) Listings Requirements and IFRS, to all companies
						Ested thereon. She deals with and evaluates complex financial reporting investigations,
						and makes recommendations based on analysts.



The following table summarises the profiles of the recommended candidates.



since there is no provision in the Act for the position of Deputy Chairperson. ith strong Governance background) African Maley There is no recommendation for Recommended Chairperson is NB:



The following list reflects the recommended candidates for appointment to the Board of Control. The list takes into account gender representivity, generational mix and further ensures adequate skills required to manage a strategic entity such as PRASA.

- 4 women and 4 men,
- 3 of the recommended Board members are below the age of 40

### EXPERIENCE & QUALIFICATIONS

- 3 members have experience in the management of private enterprise
- 1 member has experience in security covered as a sub-sector of Governance,
- 2 members have Engineering qualifications and experience (1 member have qualifications and experience in Mechanical Engineering and another one in Civil Engineering)
- 2 members have experience in Finance and are both qualified as Chartered Accountants.

A revised shortlist of 16 candidates is outlined in the table below

NAME NAME	SKILL CATEGORY	GENDER	RACE	AGE
	Governance	Į	African	ı
	Transport Planning	Į	African	ı
3	Finance	J	African	L
	legal		African	
3.	Legal	1	African	ı
9	Private Enterprise Management	ļ	African	
7.	Chartered Accountant		lydian	ı
	Private Enterprise Management	ļ	White	
.6	Strategy	ļ	African	Į
10,	Governance		White	Į
11 11	Private Sector		African	
12.	Governance	Į	African	ı
13.	Private Enterprise Management	l	African	,
14.	Rall Engineering		African	
15.	Civil Engineering	I	White	ı
19:	Chartered Accountant		African	ļ



Paragraph 37, Chapter Three of the Handbook provides:

- An official's first duty as an employee is towards the Executive Authority and towards the current government through the head of the department.
- achieving the statutory interests of the institution. There is a potential conflict of interest when an official serves as a The principal duty of a board member of a state or state controlled institution, on the other hand, is to work towards board member.
- However, there may exist special circumstances under which public service officials may serve on the board of a state or state controlled institution. Where such an official serves on the board in private capacity, paragraph 38(c) of the Handbook provides:
- Officials may serve on boards in their private capacity, provided that the Executive Authority responsible for the institution grants permission in terms of section 30 of the Public Service Act if remunerated work is involved.



# Paragraph 42, Chapter Three of the Handbook provides:

The ability of candidates to serve on a number of boards depends on the circumstances and competencies of the candidate. The reason for limiting multiple membership is to ensure that members are able to pay proper attention to the affairs of the institutions on whose boards they serve, to broaden participation in public sector governance, to avoid tokenism, to minimize opportunities for corruption and to minimize conflicts of interest.

To this end, paragraph 43 provides the following principles to limit multiple memberships of boards:

- a) An individual may not serve on more than three boards, whether private or public.
- b) An individual may not be chairperson of more than one board at any time.
- An individual serving on the board of a regulatory entity may not simultaneously serve on the board of a government enterprise that is regulated by the particular regulatory entity. T
- d) Retirees may not serve on more than five boards.

Notwithstanding, the Executive Authority can exercise his prerogative to deviate from these principles if the selection committee advances justifiable grounds



In terms of the enabling law, PRASA's Board of Control consists of 11 members, including the Chairperson.

The Minister is required to appoint 8 members to the Board.

The remaining 3 members should be nominates of:

- ) The Department of Transport
- b) National Treasury
- c) SALGA





# APPOINTMENT OF PRASA BOARD OF CONTROL

Section 24 of the Legal Succession to the South African Transport Services Act, 1989 (Act 9 of 1989) provides as follows:

### (24) Board of Control

(1) The affairs of the Corporation shall be managed by a Board of Control of not more than 11 members including the chairman, who shall be appointed and dismissed by the Minister.

- (2) At least-
- (a) one of the members of the Board of Control shall be an officer in the Department of Transport;
- (b) one of the members of the Board of Control shall be an officer in the Department of Finance;
- (bA) one of the members of the Board of Control shall be an officer in the Department of State Expenditure;
- (c) one of the members of the Board of Control shall be nominated by the South African Local Government Association
- (d) three of the members of the Board of Control shall have expertise and experience in the management of a private sector



# APPOINTMENT OF PRASA BOARD OF CONTROL

- (3) The Minister shall appoint the Corporation's first Board of Control with effect from the date referred to in section 3 (1).
- (4) The first Board of Control shall appoint a secretariat which shall carry out, on a full-time basis, such functions as the Board may depute to it.
- (5) The Board of Control may, subject to such conditions as it may stipulate, delegate any of its powers to any member of the Board, employee or other person with or without the power to delegate such power further.
- (6) Any action taken by a member of the Board of Control, employee or other person on behalf of the Corporation may be ratified by the Board of Control.
- (7) The Board of Control shall ensure that any directive Issued under section 23 (6) is taken into consideration in the management of the affairs of the Corporation during the financial year concerned.



A list of 16 candidates was compiled from a total of 360 nominations by the Shortlisting Committee of the Department. The guidelines contained the DPSA's Handbook for the appointment of persons to boards of state and state controlled institutions, approved by Cabinet on 17 September 2008 were also taken into account in the final recommendation. The following principles outlined in the Handbook and explained in the next slide were followed in the elimination process:





# Paragraph 4, Chapter three of the Handbook provides:

Parliament ultimately oversees organs of state, and the appointment of members of Parliament to boards could create a conflict of interest when members are fulfilling their oversight role (individually and collectively).

Board members, on the other hand, have a duty to participate in and take decisions in the best interest of the institution.

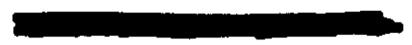
Boards are also accountable to the responsible Executive Authority and ultimately Parliament as regards the execution of their mandate and performance.



## Thank you!



Page 1 of 6



### PERSONAL DETAILS

Surname:

First Names:

Date of Birth: Nationality:

Gender:

Marital Status:

Criminal Offences:

South African

\$ingle None

Address:

Cell:

Driver's License: First Language:

Other languages:



### HIGHER EDUCATION

Doctor of Philosophy, Ph.D. [Political Studies - Cum Laude]

Queen's University at Kingston, Canada: 2000 - 2004

Thesis:

"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry

1987-2004." Supervisor: Professor Bruce J. Berman

Courses Completed:

Comparative Politics of Development

International Political Economy

Southern Africa

International Politics

National Security

Master of Philosophy, M.Phil. [Political Management]

University of Stellenbosch: 1997 - 1998

Bachelor of Arts, B.A., [Political Studies]

University of Cape Town: 1994 - 1996

### COURSES ATTENDED

China-Africa Exchange on Sustainable Development - November, Tongji University, 2008

Shanghai, China

Certificate in Refugee Studies – June, York University, Ontario, Canada 2000

HIGH	H.SC	HOOL	

Last school attended :

Highest Standard Passed

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### CAREER HISTORY

 Ministry for Social Development: Special Adviser: Minister for Social Development (01 April 2018 – 28 May 2019)

### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
  - Development of human and social development interventions;
  - Poverty reduction, food security and community self-sustainable programmes;
  - Comprehensive social security social crime prevention and anti-substance abuse
     Community development, families and social welfare services;
  - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.
- The Presidency: Special Adviser: Minister Responsible for Women (01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with Minister

### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

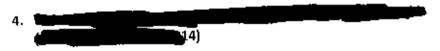
### ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
  - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
  - Responsible for an annual budget of at least R170 million;
  - Responsible for at least 110 employees;
  - Representing the Department of Women at the Forum of South Africa's Directors-General (FOSAD) as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

### SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- Lalso led a research grant for £41,738.00 by the British Council for Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.



### SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility **Programmes**
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

### Ministry of Defence and Military Veterans – Chief Director Research and Advisory (October 2009 – December 2011)

### SCOPE OF DUTIES.

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary
  Questions and representing the Ministry in various Parliamentary Committees amongst others,
  the Joint Standing Committee on Defence and the Defence Committee.

### 6. Department of Housing - Chief Director: Office of the Director-General (January 2008 - September 2009)

### SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities
   Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

### National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability (July 2006 – December 2007)

### SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence
   Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

### 8. The Presidency – Director: International Relations and Trade (July 2005 – July 2006)

### SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

### 9. National Intelligence Agency: Senior Analyst - Political Intelligence

### SCOPE OF DUTIES.

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

### PROFESSIONAL MEMBERSHIPS

### National Education Collaboration Trust: A member of the Limpopa Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

### University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

### Secretariat: Social Transformation Committee: African National Congress (2009 - 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

### AWARDS RECEIVED

2015

2003-2004

### Page 6 of 8

2000-2004	Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
2000-2004	National Research Foundation's Prestigious Scholarship for a Ph.D.
1999	French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
1997-1998	Abbe Bailey Trust, scholarship (M.Phil.)
1998	Human Sciences Research Council research funding (M.Phil.)
1998	Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
1997	South African Political Science Association
	•

### PUBLICATIONS: BOOK\$

2006 The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa, Routledge, London and New York.

### PUBLICATIONS: ARTICLES

2009	"There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
2004	"Accountability and oversight: The role of parliament in arms transfers," in Le Roux, Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC, Institute for Security Studies, Pretoria.
2003	"The National Conventional Arms Control Act: An update," in <i>Focus on Small Arms</i> , Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
2003	"On the origins of war in Africa," in <i>African Security Review</i> , Volume 12, Number 2, pp. 81–90, Institute for Security Studies, Pretoria.
2002	"Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
2001	with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." <i>Africa Today</i> , Volume 48, Number 3, Fall pp. 36–49, University of Indiana Press, Bloomington.
19 <b>99</b>	"Xenophobia and relative deprivation," <i>Crossings</i> , 3 (2), 4–5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

### PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," Business Day, 11 March 2008
- "The importance of adequate housing," Mail & Guardian, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently, *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," Mail & Guardian, 11 April 2011
- "Harnessing collective efforts is the answer," Mail & Guardian, 26 April 2013
- "Improving the lives of SA's children," Mail & Guardian, 29 November 2013

2016	"The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
2016	"Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
2016	"Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the $14^{th}$ Annual Hawaii International Conference on Education, 03–06 January, Honolulu, USA.
2015	"Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With (Control of South Africa); P. Kutame; Paper presented at the First Univen – WSU International Conference, 02–04 September, East London.
2006	"The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27–30 April. Conference organized by the Brenthursi Foundation.
2003	"Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8–12 July, Arusha, Tanzania.
2002	"Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
2002	"Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-writter with Dr. Jonathan Crush – presented at the Canadian Association of African Studies, 3: May, Toronto, Canada.
1999	"Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAM conference, 16–18 May, Cape Town.
1997	"Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.

### **Motivation Letter**

### Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

### Summary of work experience:

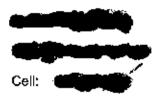
- · Academic capacity development
- Academic coordination and teaching (lecturer)
- · Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different Industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development, Learning Never Ends,

Yours Truly





Race, Gender & Status: African, Female and Single

Address: 18

Drivers' License Contact no.

E-mail:

### Career Statement

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), management, strategy and business project pharmaceutical, chemistry. analysis/intelligence environments.

### **Experience Summary**

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- · Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

### Professional Achievements

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

### Professional Experience

### Project Manager

Current

Ascendis Pharma - Bryanston, Johannesburg, South Africa

### Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and perfuming audit for 3<sup>rd</sup> party manufacturers, suppliers and laboratories

### SANAS Board Member

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 - November 2021

SANAS -

### Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the
  organization's annual reports and financial statements

### Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 - August 2019

### Responsibilities:

Mintek –

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its
  powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the
  organization's annual reports and financial statements

### Researcher at Research Directorate Office (Temporary)

August 2016 - November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- · Perform several ad-hoc analysis for Research Directorate office

### Council Member

Reporting to minister of DHET

February 2017 - March 2018 (ONLY quarterly meetings)

TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa

### Responsibilities:

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students.
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

### Strategy Business Analyst

August 2012 - January 2015 (Retrenched)

Sasol International Energy - Rosebank, Gauteng, South Africa

### Responsibilities:

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

### Senior Scientist

July 2008-August 2012

Sasol Technology, R&D - Sasolburg, Free State, South Africa

### Responsibilities:

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division - Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at Poland as an exchange post-doctoral fellow.
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

 $1^{\rm st}$  year Chemistry Lecturer – Doorenfontein, Gauteng, South Africa Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

### **Education and Qualification**

Doctorate (PhD) - Chemistry, March 2007

University of Witwatersrand - Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) - Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo - Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA - Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

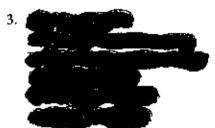
UNISA - Pretoria, Gauteng, South Africa

### Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

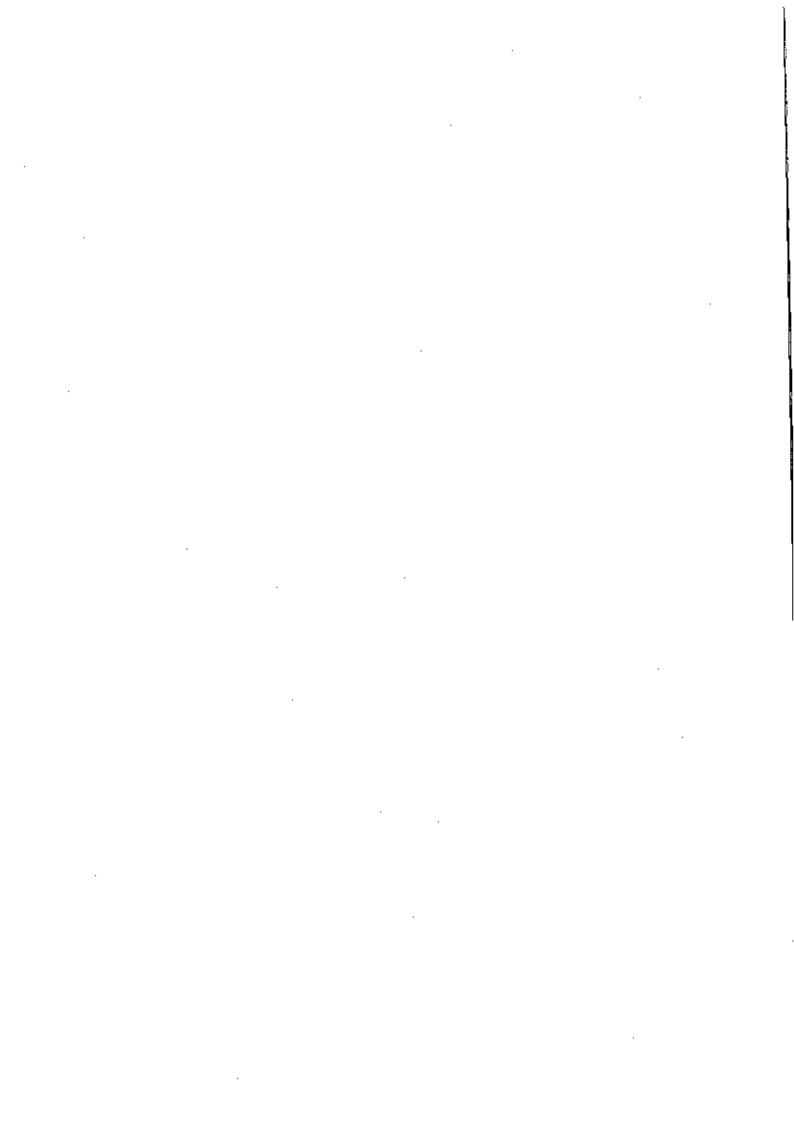
### References





ESECUTATION NOTIFICAL EN POSADPRES

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### BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

### **BUSINESS ACHIEVEMENTS**

Rosebank Catholic Church (pllof) - Turnaround strategy

Honey Comb Sweets (P(y) Ltd – Turnaround strategy and Implementation through the UNDP GALXCOC (Alexandra) – Susteinable socio-economic township development Small Enterprise Development Agency SOC Ltd – Multimilifon rand structured financing Executive Development – Business coaching across different industries Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

### Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational Implementation

### **PURPOSE**

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

### <u>MOTIVATION</u>

enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of personality attributes include: effective business strategy development and execution for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

strong orientation toward operational and process delivery allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial* performance. He is bottom line driven based on "end to end" processes including anvironmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

Is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Netions Initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management feam shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

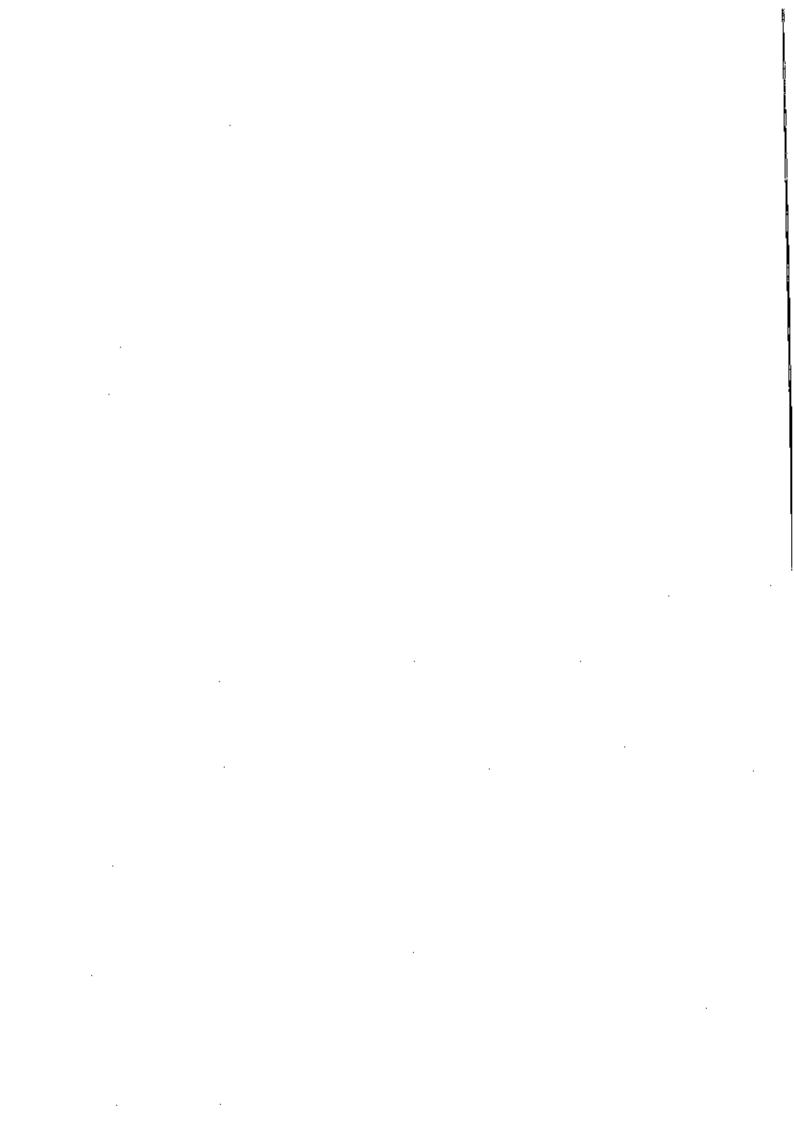
also spent several years in the area of human capital development. His exposura in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture — a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his fiduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, menagement skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



EMAIL ADDRESS:
PHYSICAL ADDRESS:
POSTAL ADDRESS:

#### PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

#### Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

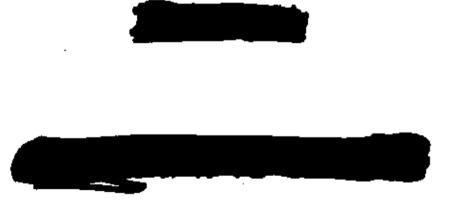
#### **Motivation and Experience**

As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

M

# CURRICULUM

VITAE



#### EDUCATIONAL BACKGROUND

HIGHEST STANDARD PASSED: Standard 10.

[1975 - 1976]

SUBJECTS PASSED : Northern Sotho (HG)

Afrikaans 2nd Language (HG) English 2nd Language (HG)

Mathematics (HG) Physical Science (HG)

Biology (HG)

Afrikaans Mondeling, and

English Oral

TERTIARY EDUCATON : BA

(University of South Africa)

[1983 - 1994]

BA (Hons)

(Rand Afrikaans University)

[1995 - 1996]

MA. (Rand Afrikaans University)

[1997 - 2001]

Certificate in Management (CM)

(Stage 1 of MBA)

(Buckinghamshire

Chilterns University College-UK)

[1998]

Post Graduate Diploma in

Management Studies (DMS)

{Stage 2 of MBA}

(Buckinghamshire Chilterns

University Callege - UK)

[2000]

MBA

(Buckinghamshire Chilterns

University College-UK)

[2003]

#### PERSONAL INFORMATION

SURNAME

FIRST NAMES

DATE OF BIRTH

:

MARITAL STATUS

DEPENDANTS

\*

NATIONALITY

: SOUTH AFRICAN

RESIDENTIAL ADDRESS

POSTAL ADDRESS

CONTACT NO.

E-MAIL ADDRESS

HOME LANGUAGE

: NORTHERN SOTHO

OTHER LANGUAGES

SETSWANA, SESOTHO,

ENGLISH AND APRIKAANS

LANGUAGES FAIRLY

UNDERSTOOD

isiZULU,isiXHO5A,SWATI,

isiNDEBELE,XIT50NGA

AND TSHIVENDA

DRIVERS LICENCE

help support and accelerate the development of Black engineers in Suzion. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme,
   Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

#### Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- Chief Operating Officer of MTN
- (a cousin), ZimCapital
- Virgin Group
- · Control Control

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

#### Attributes:

Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastle
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

#### Management style:

regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. Work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

#### Achievements:

achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

#### Summary:

believes nothing is Impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

Management of the finance and procurement division; human resource

management; information technology and project management office.

Financial and budgeting administration. This included ensuring the Annual

Financial Statements of the department are compiled and released on the

prescribed dates.

Oversee the implementation of both the IT and Human Resource strategies of

the organisation.

Performance monitoring and evaluation unit within the Project Management

Office, I oversee the putting together of the performance indicators and the

monitoring of the implementation. We compile the consolidated quarterly

reports of both performance and the quarterly financial projections.

2001 - 2009(May) Chief Financial Officer: GCIS

DUTIES

· Managing the financial administration and Budget office. Also responsible for

the overseeing the compliation of the Annual financial statement of the

department and the Budget submissions to National Treasury

· Managing the supply chain division and serving as the chairperson of the

Adjudication Committee.

Advice management on a monthly basis the expenditure trends and provide

financial and procurement support to the line managers.

Overall managing of the Chief Directorate comprising of approximately 80

officials with a budget of R4m.

1999 - 2000 Director: Finance GCIS

**DUTIES:** 

Management of financial administration and budgeting division of the

department and acting as the Chief Financial Officer;

July 2019

4

 Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

1997 - 1999 Deputy Directors: Administration:
GAUTENG PROVINCIAL GOVERNMENT

#### DUTIES

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)
Gauteng Provincial Government

#### DUTIES:

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

# 1993 – 1994 (April) Administrator: Department of Information and Publicity AFRICAN NATIONAL CONGRESS (ANC) HQ

#### DUTIES

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department
AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

#### DUTIES:

- Co-ordinating the interaction between Head Office with the regional offices.
- · Arranging meeting and receiving reports from the Regional Offices

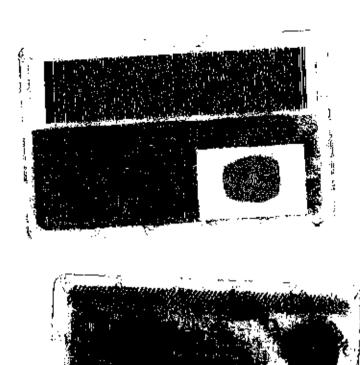
1978 - 1989.

Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.

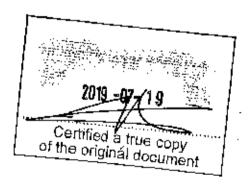


- 1. (Former boss)
- Deputy CEO: Stakeholder engagement GCIS
   Contact:

  Email



COMMISSIONER OF CATHS
Tshagofatao Kgarabjang
Director: Legal Services
Department: Communications
Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield, Pretoria Tel: 012 473 0478



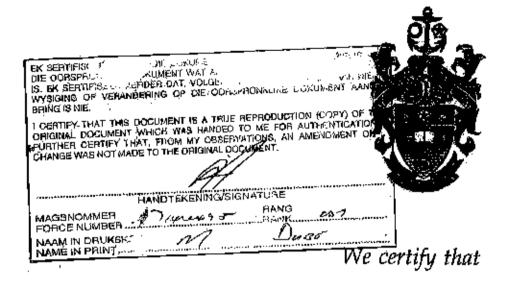


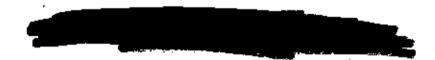
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(National Senior Certificate Examination)
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## University of South Africa





having complied with the requirements of the Act and Statute, was admitted to the degree of

## BACHELOR OF ADMINISTRATION

at a congregation of the University

on 4 May 1998

SOUTH AFRICAN POLICE SERVICE CLIENT SERVICE CENTRE

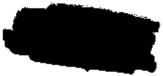
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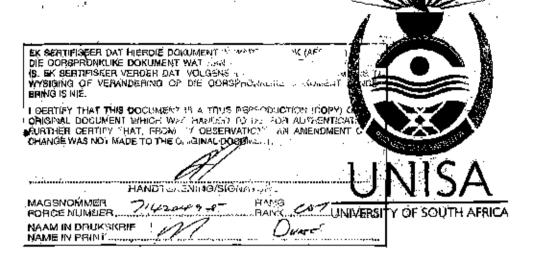
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having complied with the requirements of the Higher Education Het and the Institutional Statute, was admitted to the degree of

## MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University on 3 October 2006

SOUTH AFRICAN POLICE SERVE CLIENT SERVICE CENTRE

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CLEVELAND

SUID-AFRIKAANSE POLISIEDIF



Vice-Chancellor









#### CONFIDENTIAL

#### COMMISSIONER OF OATHS

Tshegofatso Kgarabjang Director: Legal Services Department: Communications Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield, Pretoria Tel: 012 473 0478

## SECURITY CLEARANCE CERTIFICATE

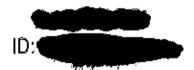
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of the original documento JHE LEVEL OF **TOP SECRET** 

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DIRECTOR-GENERAL

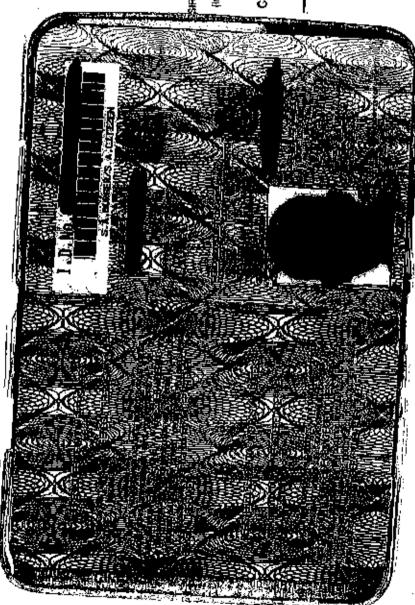


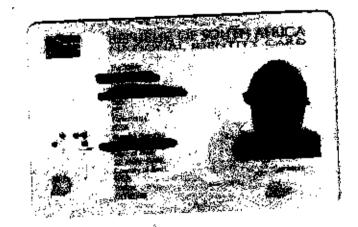
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Commissioner of Oaths
SM Human Resources P.O. Box 395
Preforia, 0001
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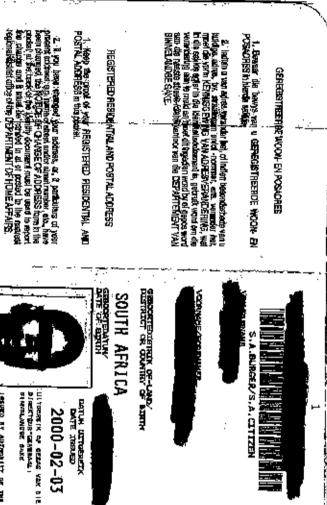
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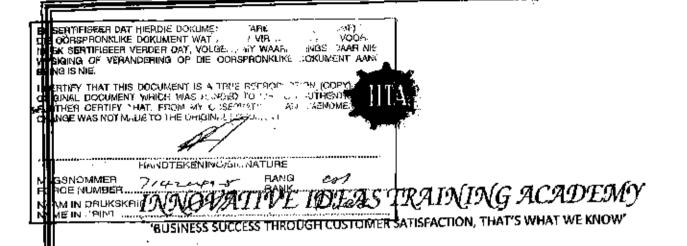
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For Successfully Completing the

Strategies for PR and Communications

Master Class

FACILITATOR

CLIENT SERVICE CENTRE

2019 -07- 13

CLEVELAND

SUNT-ATRIKANSE POLISIEDIE

ISSUED ON THIS 29TH DAY OF JUNE 2012

1981 - 1984

GCSE, Solomon GCSE, Solomon Freedom

College In Tanzania

Subjects passed

Accountancy, Mathematics, English, History

Geography, Development of the World,

History of the struggles

1967 - 1979

Did my schooling In King William's Town

and Butterworth. Details available on

request

#### **WORKING EXPERIENCE**

June 2016 to date

Deputy Director General: Empowerment and

Stakeholder Management

Department of Military Veterans

Responsibilities

Provincial Offices and Stakeholder Relations Empowerment and Skills Development Heritage, Memorials, Burial and Honours

June 2014 to May 2016

Senior Manager: Office of the Deputy Speaker

Eastern Cape Provincial Legislature

Responsibilities

Manage the Office of the Deputy Speaker,

Ensure compliance with all policies and

Procedures in the Office of the Deputy Speaker, Develop and maintain good image of the Office

Of the Deputy Speaker,

Ensure effective and efficient management of the

Office of the Deputy Speaker.

September 2011 - Sept 2012

Acting General Manager: District Development &

Implementation

Responsibilities

Coordinate District Management & Development, Oversee the Implementation of Service Delivery And District Coordination and the Area Managers, Ensure Implementation of Batho Pele, Develop Partnerships and Manage Interdepartmental Relations, Provide Strategic direction and Leadership to the District Managers, Ensure Monitoring and Evaluation of Departmental Projects and Programmes at District Level, Interpretation of Legislation relevant to the Districts, Ensure Implementation of an Integrated Service Delivery Model in all District Offices of Social Development & Special Programmes

November 2010 - Aug 2011

Senior Manager Office of Head of Department Department of Social Development & Special

**Programmes** 

Responsibilities

Manage and Implement Monitoring System which Track Progress and Impact of the Department, Ensure Departmental Strategic, Annual and Operational Plans are aligned to the Provincial Growth an Development Programme of Action, Coordinate Departmental Reports on behalf of the Head of Department, Monitor Provincial Policies And the Legislative Framework relating to the Department of Social Department & Special Programmes, Monitor, Promote and coordinate The implementation of Departmental Service Delivery Plans, Ensure the Promotion of Cooperative Governance with National and Provincial Government, Manage the of the Head Of Department, Manage and Supervise Staff in Office of Head of Department.

May 2009 - Nov 2010

Head: Office of the MEC

Department of Social Development

2007 -2009

Convivium

Senior Associate

2002 - 2007

General Manager: Strategic Support

**Buffalo City Municipality** 

Responsibilities

Public Participation

Special Programmes inclusive of Gender, Youth, People with Disability, HiV/AIDS & Older People

Council Support

1999 - 2002

Independent Development Trust (IDT) – Programme Implementation Manager (PIM)

Responsibilities

Programme planning

Receive programme and draw action and

Scheduling plans.

Coordinate all relevant stakeholders

Identify service providers

Draft service provider's terms of reference And Contracts for validation by the legal

Department.

Enter into agreement with service providers.

Manages relations

To consolidate the social and technical Outputs.

Social: community, active social groups, Churches, association etc.

Technical: contractors, service providers, Engineers etc.

#### Programme Implementation

Coordinate activities of the community, service providers and other stakeholders.

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

Compile reports on status, financial controls and possible problem areas.

Actively identify possible risks.

Manage risks.

1998 - 1999

IDT – Seconded as Programme Coordinator in the Transformation Programme Office.

#### Responsibilities

## Project leader for Transformation Communication Project (only member)

To make sure that staff is kept up breast about developments during transformation process. To communicate issues that involve staff, on time and accurately. To respond to queries and questions raised by staff in a sensitive and honest manner without compromising the organization.

## Project Leader for Transformation measurement tool (only member)

To monitor Transformation progress against set milestones. To monitor whether transformation is within budget without compromising quality. To monitor overall transformation projects whether they are on schedule and within budget. To indicate to all project leaders without alarming the critical path.

To ensure overall coordination of the Transformation. To attend and make presentations in Executive Committee Meetings. To prepare presentation for the Board of Directors. To visit provinces to solicit buy in from staff. To inform strategic partners and government on developments such as changed core business and mission statement. To network with other development agents in verifying our development

niche in the development arena.

1997 - 1998

IDT -- Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector Interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives
Interventions. To ensure that facilitation teams are
aware of development programme objectives /
mission and corresponding criteria. Assist
Programme Managers in Programme
Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / Intervention administration. Generate reports as required in an agreed format.

1997 September

IDT Community Facilitator

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the Identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

Qualified as a member of the Estate Agent Board

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

1997 August

1996 January

1995 September to December Research for trust for Christian Outreach

and Education (TCOE) on local government.

1995 November Presiding Office - Local Government

Elections

1992 – 1995 Resident Tutor – University of East Anglia

United Kingdom

1991 Summer holidays worked part-time for The

University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter.

My work mainly involved the evaluation of households for the distribution of funds for

sustainability projects.

1986 – 1990 Worked as an Administrator in the South African

Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie

Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing

administrative work.

1986 – 1989 Worked in Angola for the ANC as a Commander of

the women's group.

1980 Got involved with the ANC as a pupil and

had to leave South Africa for political reasons.

INTERESTS I would like to contribute towards elevating the

Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up

realistic policies and practices given limited

resources.

REFERENCES:

General Manager

Managing Director - Consulting

General Manager - Health Services

#### INTERNATIONAL CONFERENCES ATTENDED

2017	United Nations Commission on the Status of Women, March, New York, United States;
2008	World Urban Forum, 3 - 6 November, Nanjing, China;
2008	United Nations Population and Development, United Nations, April, New York, United States;
2008	United Nations Housing and Urban Development (UN Habitat), November, Naîrobi, Kenya;
2008	2 <sup>nd</sup> African Ministerial Conference on Housing and Urban Development, 28–30 July, Abuja, Nigeria;
2008	Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21–23 November, Barcelona, Spain;
2007 .	Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17–18 September, University of Adelaide, Australia;
2006	Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3–4 April, Potsdam, Germany;
2005	World Trade Organisation, Ministerial Conference, 13–18 December, Hong Kong, China.

#### REFERENCES

Executive Director: Mapungubwe Institute for Strategic Reflection

2. Special Advisor: Minister of Mineral Resources & Energy

3. South Africa's Ambassador to The Hague

#### ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)

- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 – 2001) - UFS
- Certificate of Merit Top 10 first years in Welwetchia Residence UFS
- Distinction in Business Economics Grade 12 Inanda Seminary (KZN)

#### LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.

- Various leadership roles in the communities in which I have resided.

 Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).

 Led the Audit of the Biggest Client – MIBFA, in the Retirement Funds Division – Ernst & Young 2008 -2009.

Member of the Best Audit Team – Invested Limited – Ernst & Young 2006 – 2007.

- Member of Student Transformation Forum - UFS

- House Committee Member - Academics Portfolio -UFS

#### **EMPLOYMENT HISTORY**

Company: Denel SOC LTD

Position: Independent Non-Executive Director

Chairperson of the Risk Management Committee

Member of the Audit Committee
Member of the Investment Committee

Period: May 2018 – Present

Responsibilities:

#### Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.

Rooting out corruption.

Restoring Denel SOC LTD's financial position and

Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: Chief Financial Officer

Period: Responsibilities:

Strategy

Drive the turn-around of the Gauteng Department of Health.

Drive Transformation of procurement and supply chain management

Responsible for Budgeting for the Department. Responsible for Risk Management and internal controls.

Responsible for Financial Reporting. Responsible for Stakeholder Management

Company: South Ocean Holdings Limited - JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

#### OTHER NOTABLE EXPERIENCE:

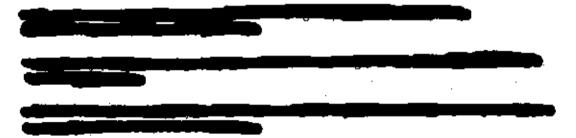
- **Transnet Ltd (Internal Audit division)** outsourced by Ernst & Young Inc. for 2 months (October November 2008). Performed internal audit procedures.
- Land Bank -- outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
- Reviewed and processed journals.
- Performed month-end procedures.
- Reviewed human resources transactions and reconciliations.
- **Standard Bank** Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

#### COMPUTER LITERACY

#### Caseware

AlignAlytics (on-the job training – Endo – Litha's American parent company)
TeamMate (on-the job training – Endo – Litha's American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

#### REFERENCES



- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.
Position: Trainee Accountant

Period: January 2005 – December 2007

Responsibilities:

\* 2007 - planning and execution of audit strategy for various engagements at supervisory level including:

- Assessing risks at overall entity level as well as at account level

- Performing substantive procedures

- Performing tests of controls

- Wrapping-up of audits

- Drafting audit reports and other reports on audit findings

 Conducting research on clients in order to obtain an understanding of the client and its environment

\* 2006 – execution of audit strategy for various engagements at assistant level

\* 2005 – execution of audit strategy for various engagements at senior level

#### Client portfolio - Ernst & Young: Post Articles

Client Name

Land Bank

Standard Bank

Transnet Metal Industries Benefit Fund (MIBFA)

Edcon Pension Fund

Mr Price Executive Pension Fund

Various Pension Funds administered by Liberty

Various Retirement Funds administered by Metropolitan

Werksmans Staff Provident Fund

Various Funds administered by Alexander Forbes

#### Client portfolio - As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)

Invested Property Group (Long term)

Safrican Insurance Company

Channel Life

Transnet – Internal Audit

Scanta South Africa

Review monthly balance sheet reconciliations Branch Reconciliations review

Company: Land Bank Land and Agricultural Development Bank of South

Africa

Position: Period: Project Accountant.

June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims

Perform quality checks on recalculations done

- Compile Monthly Management Accounts

- Ensure that branches have the recalculated memos timeously to relay the results to the clients.

Perform administrative duties for the project team.

Company: Ernst & Young Inc.

Position:

Client Service Executive/Assistant Manager

Period:

Jan 2008 - June 2011

Responsibilities:

\* Project management of audit assignments in an Assistant Manager Capacity involving:

People Management:

 On-the-job coaching, mentoring and transfer of skills to junior staff members.

Planning human resources for audit engagements.

 Managing teams compromising of first, second and third year trainee accountants.

 Perform engagement reviews and performance assessments for the team members including identifying development needs.

Developing and maintaining relations with existing clients.

#### Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS queries

#### **Audit Function:**

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group Position: (Senior Manager) Finance /Head of Internal Auditor

Period: May 2014 - July 2016

Responsibilities:

 Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).

 Previously reported to the Audit Committee when Litha was listed on the JSE.

 Prepare and perform SOX compliance audit across the group.

 Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.

- Attend Audit Committee meetings.

 Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.

 Develop and implement policies and procedures for effective functioning of the Internal Audit function.

 Ensuring that the functions of the Internal Audit are aligned to the requirements of business.

Set up and manage activities of the Internal Audit department.

 Preparing the audit reports and liaise with all divisions and Senior Management on audit findings

 Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.

 Coordination of integrated reporting initiatives in the Group.

Participating in month/quarter and year end closing reporting.

Assisting in the preparation of quarterly reporting packages.

 Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 - April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures: Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

#### Treasury

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

#### Budget

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- Maintain good relations with third parties, ie Banks, JSE sponsors etc...
- Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.
- Maintain a good working relationship with internal and external audit Firms.
- Ensure the integrity of all public disclosures by the Company

Responsibilities:

 Reporting to the Board of Directors and Group Chief Executive Officer.

Strategy

 Assist in formulating the company's future direction and supporting tactical initiatives.

 Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans.

 Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.

Assist the CEO in identifying new funding opportunities.

 Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.

Manage the capital request and budgeting process.

#### Operations

Participate in key decisions as a member of the executive management team.

 Maintain in-depth relations with all members of the management team.

 Manage the accounting, human resources, investor relations, legal, tax and treasury departments.

Oversee the financial operations of the subsidiary companies.

- Implement operations best practices.

Assisting in the development and negotiation of contracts.

#### Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

#### Finance Management

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including; organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control au0thorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

### CURRICULUM VITAE



PERSONAL INFORMATION

Identity number:

Date of birth: Citizenship:

Marital status: Dependents:

Languages:

Health: Driver's licence: Email address:

Gender & Race:

South African

Married One

English, Sesotho, IsiXhosa & IsiZulu

Good

Female - African.

### EDUCATION/QUALIFICATIONS

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 – Successfully

Completed first year)

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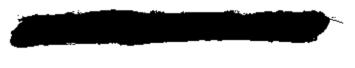


nation and Communication Technologies Sector Education and Training Ambaniy

Accelerating quality skills towards an information savvy society

### National Certificate

This is to certify that



I.D. No:

Has successfully achieved competence against the following SAQA registered qualification

### NATIONAL CERTIFICATE: RADIO STATION MANAGEMENT

NQF Level 5 (NLRD No. 49122)

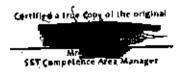
In terms of section 9 (1)(f) of the ETQA Regulations No. 1127 of 1998 under the SAQA Act No. 58 of 1995, effective 1998



16/05/2017

Date of Issue

Commissioner of caths (Ex qfiling)
Joremy Rew Walks
Competence Area Manager - Sensor
Schools and Technology
(StRighthals Sensor & Manager)
R.O. Ben 185 Present 6601



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Commissioner of onlys (Ex officio)
Jeremy Rox Wallis
Compolence Area Manager – Sensor
Solance and Technology
CSIRAMeteras Scacce - Manufecturing
P.O. Box 396 Prekons 0001

## Certificate of Completion



has completed the course

### Strategic Thinking for Communicators 22 January 2014



1 Bichmond Forum, Cedar Street, Richmond, Johannesburg



# THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2195, South Africa

Accreditation Number: MAPP 7944

Certificate of Attendance



has completed a 12 month learnership on

### Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009



### Results



CONTINUING EDUCATION UNIVERSITY OF PRETORIA



Pare (d. 1999). Incredible Training.



October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summery of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be submitted to the Course on Client Information Centre at

Assessment	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
	78%	Pass with Distinction

Please visit our website at www.cz.up.ac.za for upcoming courses)

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Commissioner of paths (Ex phiclo)
Jeremy Rex Wallis
Competence Aris Manager - Bensor
Science and Technology
CSIR Manages & Manager
P.O. Box 395 Prilons 0061

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July 31, 2019



### APPLICATION FOR THE POST OF THE DIRECTOR - GENERAL

1 am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019. Thereby submit my application for the post as I am confident that I meet the requirements for the position.

If have thirty-five (36) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the independent Communications Authority of South Africa (ICASA), the regulator of ICT Industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till Lieft



### University of the Witwatersrand, Johannesburg

At a congregation of the University

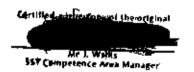
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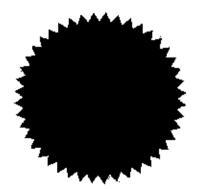


was admitted to the Degree of

Master of Arts

Commissioner of daths (Ex officio)
Joremy Rax Wallis
Competence Area Menager - Sensor
Scrance and Technology
CSIR-Majerials Science & Manufacturing
P.O. Box 395 Pretona 0001









### University of the Witwatersrand, **JOHANNESBURG**

At a congregation of the University

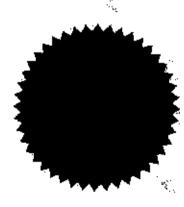
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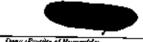
was admitted to the Degree of

### **Bachelor of Arts with Honours**

(Journalism and Media Studies)



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Jeremy Rey Walls

Comprision Area Manager - Sensor

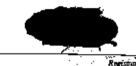
Science and Technology

CSR Majenel's Science & Menulaciums

P.O. Box 383 Pretone 0001



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the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor in Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advice the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

(

Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

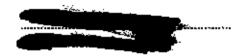
In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT- 2012) in Dubai, where I successfully lobbled and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: http://www.youtube.com/watch?v=uf63MRCRF-o

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, (Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate In Management (BCUC, United Kingdom); Postgratuate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director — General. I am readily available to assume duty at any time.

Yours sincerely



With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

### Relevant Competencies

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- · Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

### **Declarations**

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

) would sincerely appreciate an opportunity to serve on this board.



### **CURRICULUM VITAE**

OF

### **PERSONAL DETAILS** NAME: SURNAME: DATE OF BIRTH: AGE: NATIONALITY: **IDENTITY NUMBER:** SEX: **MARITAL STATUS:** HOME LANGUAGE: **OTHER LANGUAGES:** English, Afrikaans, Zulu, Xhosa, Tswana, North-Sotho and Tsonga **HOME ADDRESS:** POSTAL ADDRESS: **TELEPHONE NUMBERS: CRIMINAL OFFENCES:** None

HEALTH:

INTERESTS: Reading (non-fiction),Road Running,Travelling
Art, watching Soccer and outdoors

### **EDUCATION QUALIFICATIONS**

LAST SCHOOL ATTENDED

HIGHEST STANDARD PASSED

### **TERTIARY EDUCATION**

INSTITUTION 1985 - 1988

University of Natal (Durban)

B.Proc

INSTITUTION

University of Cape Town

1989 - 1990

Postgraduate Diploma in Tax Law

INSTITUTION

1992 - 1993

University of Cape Town

Masters in Law (LLM) (Commercial Law)

INSTITUTIONS

Institute of Advanced Studies and Rand

Afrikaans University

1995 - 1997

Advanced Diploma in International Taxation and Offshore Financial Centre

INSTITUTION

Insead (France)

Advanced Management Programme (AMP)

INSTITUTION

1996 - incomplete

University of Pretoria

Doctorate in Law (LLD) (Corporate Law)

INSTITUTION

2006

2003

University of Pretoria

Diploma in Insolvency Law and Practice

INSTITUTION

2006

University of Witwatersrand Certificate in Competition Law

INSTITUTION

2006 -

University of Pretoria

Certificate in Advanced Trust Law

INSTITUTION

2008

University of Witwatersrand

Certificate in Banking Law and Financial Markets

INSTITUTION

2008

University of Pretoria

Certificate in Insolvency Litigation and

Administration

INSTITUTION

2008

University of Witwatersrand

Certificate in Mediation and Negotiation

INSTITUTION

2012-

1

University of Pretoria

Masters in Law (LLM) Insolvency Law (Completed Course

work)

INSTITUTION

2012-2012

University of South Africa

Advance Course in Business Rescue Practice

INSTITUTION

University of Witwatersrand

2013 -2013

Advance Diploma in Mining and Exploration Law

### **COURSES ATTENDED**

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, atrategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

### **EMPLOYMENT HISTORY**

DATE:

January 2010- Present

POSITION HELD:

Director- Thanyani Business Recoveries (Pty) Ltd

DUTIES:

Insolvency Practice which Involves acting as Liquidator, Trustee

And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE:

February 2010- present

POSITION HELD:

Chairman- Tony Tshivhase Incorporated

DUTIES:

Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency

litigation and commercial litigation.

Date:

April 2018 - May 2019 Ministerial Special Advisor

DUTIES

Special advisor to Minister of Human Settlement advising her on all the

Legal matters.

DATE:

August 2005 - January 2011

POSITION HELD:

POSITION HELD

Senior Director - Hofmeyr Herbstein & Gihwala Inc/Cliffe Dekker

Hofmeyr

**DUTIES:** 

Involved in commercial and corporate law practice, tax law, aviation

law, competition law, insolvency law practices

DATE:

November 2001 - June 2005

POSITION HELD:

General Counsel and Executive Vice President: Legal at the Industrial

Development Corporation of South Africa Limited (IDC)

DUTIES

Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE:

2004 - June 2005

POSITION HELD:

Compliance Officer

DUTIES:

Developing compliance culture within IDC and implementation of

compliance policies

DATE:

November 1999 - 2001

POSITION HELD:

Head of Legal Services Department at IDC

DUTIES:

Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE:

May 1998 - October 1999

**POSITION HELD:** 

Partner - Pule, Selebogo & Partner (Johannesburg)

DUTIES:

Head of Commercial Law, Commercial Litigation, Tax, Banking and

Finance, Insolvency Departments

DATE:

February 1997 – April 1998

POSITION HELD:

Senior Tax Specialist - Eskom

DUTIES:

Prepare Eskom to be tax paying entity, advice Eskom and its

subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its

subsidiaries' Income Tax and VAT compliance

DATE:

March 1996- January 1997

POSITION HELD:

Practising as Tax and Legal consultant

DUTIES:

under the name Tony Tshivhase Tax and Legal Consultants in Pretorial Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and

VAT issues and Income Tax and VAT planning

DATE:

February 1994 - February 1996

POSITION HELD:

Partner - Moseneke and Partners with offices in Pretoria and

Johannesburg

**DUTIES:** 

Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law issues; Commercial Litigation; Drafting take-over, management buyouts, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor

Licence applications

DATE:

May 1993 - January 1994

POSITION HELD: DUTIES: Tax Consultant with Coopers & Lybrand in Pretoria

Advise clients on income tax, VAT,

International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial

Departments.

DATE:

February 1992 - January 1993

**POSITION HELD:** 

Tax Administrator with Kessel Felnstein in Cape Town

DUTIES:

Income Tax and VAT compliance and dealing with queries from the

Receiver of Revenue

DATE:

January 1989 - January 1992

POSITION HELD:

Candidate Attorney and Professional Assistant with Bernadt, Vukic.

Potash Abel and Getz in Cape Town

DUTIES:

As a candidate Attorney I was attached to the following departments

(i.e. to prepare me for Attorney's Board Examination):

- (i) LitIgation;
- (ii) Labour;
- (iii) Commercial:
- (iv) Collections;
- (v) Estates;
- (vi) Human Rights; and
- (viii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE:

August 1980 - December 1982

POSITION HELD:

Clerk in the Agriculture Department of the Venda Development

Corporation

DUTIES:

Completing loan applications, Verification of loan applications and

visiting projects to determine progress made.

Attorneya Admission I wrote the Attorneys Admission Board Examination in 1991 and have

successfully completed this examination.

### BOARD DIRECTORSHIPS

### Present directorships:

Thanyani Business Recoveries (Pty) Limited Director

Tony Tshivhase Incorporated Director (Chairperson)
Direngo Investments (Pty) Ltd Director (Chairperson)
Naledi Foundry (Pty) Ltd Director (Chairperson)
Naledi Ringrollers (Pty) Ltd Director (Chairperson)
S.A Ladder (Pty Ltd Director(Chairperson)

### **MEMBERSHIP OF BODIES**

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams – internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) - appointed by Minister of Trade and Industry

### PERSONAL DETAILS

Full Names

Known As

Nationality South African

Languages **disconnection** 

Marital Status

Dependents The Page 1

### EDUCATION

### UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc 1989 LLB

### PROFESSIONAL REGISTRATION

1991 Admitted as an Attorney of the High Court of South Africa.

2018 Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

### OTHER COURSES

### Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

### SKILLS ACQUIRED

- Legal theory and practice of law Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership
- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

[		ÉMRLOYMENT SYNOPSIS
	2018 – date	Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated
	2012 – 2017	State Diamond Trader Chief Executive Officer
	2008 – 2011	State Diamond Trader Acting Chief Executive Officer
	2001 – 2011	Department of Mineral Resources (Minerals and Energy)
	(2008)	Deputy Director – General (in the end)
	1998 – 2001	Commission on Gender Equality Provincial Manager, KwaZulu-Natal
	1997 - 1998	Domestic Violence assistance Programme Director/Manager
	1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
	1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

### Attorney

1990 - 1991

### Christopher Walton and Tatham, Ladysmith Candidate Attorney

### CARFER HISTORY

### Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

### Criminal Justice System Research

- Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

### Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality
- Co-authored the book : ABC Guide to Women's Rights (1998)

### Mineral Regulation

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices Gauteng, Free State and Northern Cape
- Provision of senior management services at DMR

### Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

### Diamond Trading

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

### Directorships

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University
  of Durban Westville (1996 1999)
- Board Member of the Central Energy Fund ( 2007 2009)
- Board Member of the State Diamond Trader (2007 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator ( 2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

### Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

### REFERENCES

Former Chairperson

Former Chairperson <u>State Diamond Tr</u>ader

Former DDG and Direct Manager at Mineral Resources Wits Business School Lecturer Special Advisor to the Minister of Mines of Angola



	Candidate information
Director General	Director General
Full Names	
Known as	
Surname	
Gender	
Nationality	South African
Race	African
Identity number	
Languages	English:
	Venda
	IsiZulu
	Tsonga

### SKILLS COMPETENCY

### Skills

- Strategic planning
- Driving delivery on strategic objectives
- Negotiation skills
- Performance management
- Risk Management
- Fraud management
- Project management
- Annual report writing
- Monthly, quarterly and annual financial reporting
- Compilation of AFS in terms of IFRS, IAS, GRAP, Modified Cash Standards
- Forecasting including rolling forecasting
- Taxation both individual and company's tax
- Budgets & Variance Analysis
- Policy development
- Excellent communication skills
- Analytical thinking
- Budgeting
- Financial Advisory
- Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration)
- Problem solving skills and change management
- Strategic Leadership
- Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

### **Summary of Work History**

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017
		14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 - September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training - TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

### **Education Details**

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Boam Accounting	University Of Venda	1996
reruary	Accountancy diploma	University Of Natal	2003
	Boompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
<b>\</b>		APT	2013
	APT Certificate	SAICA	2014
	Chartered Accountant	JANCA	

### Computer Literacy

	PROFI	CIENT IN T	HE FOLLOW	ING:	
MS Word					
<ul> <li>MS Excel</li> </ul>					
<ul> <li>MS PowerPoint</li> </ul>					
<ul> <li>M\$ Outlook</li> </ul>			•		
<ul> <li>Teammate</li> </ul>					
<ul> <li>BAS</li> </ul>					
<ul> <li>Persal</li> </ul>					
<ul> <li>Accpac</li> </ul>					
<ul> <li>Hyperion</li> </ul>					
<ul> <li>Pastel</li> </ul>					
<ul> <li>Oracle</li> </ul>					
• SAP					
<ul> <li>Barn owl</li> </ul>					
• Logis				<del></del>	 <del></del>

**Detailed Employment History:** 

	Dotailou - inproj
Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 - 13 September 2019
remout	14 September 2019 to Current
Position:	Acting Director General
POSICION.	Chief Financial Officer of the department and its three entities and head of ALHA
	trading Account
	Deputy Director General – Corporate Support Services

### Responsibilities:

- Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategic plans and annual performance plan and monitor performance against these targets
- Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation
- Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities
- Settle and finalise land restitution dalms under the Restitution of Land Rights Act (Act 22 of 1994).
- Initiate sustainable land reform programmes in South Africa.
- Ensure 100% compliance with government regulations and legal prescripts:
- Obtain an unqualified regularity audit opinion on financial and non-financial Performance
- Facilitate integrated spatial planning and land use management in all provinces through the application of relevant legislation
- Ensure integrated and comprehensive land administration system
- Facilitation of infrastructure development to support rural economic transformation
- Provide support to rural enterprises and industries in areas with economic development potential and opportunities
- Increase job opportunities and ensure skills development through CRDP and land reform initiatives
- Facilitate the restoration of land rights or alternative forms of equitable redress
- Promote equitable land redistribution and agricultural development by acquiring strategically located land
- Provide comprehensive farm development support to smallholder farmers and land reform beneficiarles for agrarian transformation.
- Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces
- Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes:
- National Geomatics Management Service
- Spatial Planning and Land Use Management
- Registration of Deeds Trading Account
- South African Council for Planners
- Legislation

- Legal Services
- Human Resource and Development
- Monitoring & Evaluation
- Facilities Management and Security Services
- Strategic Communications
- E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Company.	A NOOTO
	04 December 2017 to April 2018
Period:	T. dog Entity
	Chief Financial Officer of the department and Property Management Trading Entity
Position:	

### Respon*s*ibilities

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the
  department and review and analyse the budgets prepared for Medium Term Expenditure
  Framework, Adjustments Estimates of National Expenditure and Estimated National
  Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and
  bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the
  entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with
  applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Position:	Chief Financial Officer of the department and its three entities and head of ALHA
	trading Account

### Responsibilities:

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the
  department and review and analyse the budgets prepared for Medium Term Expenditure
  Framework, Adjustments Estimates of National Expenditure and Estimated National
  Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and
  bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which
  includes financial management services, supply chain and facilities management services,
  budget & budget performance and risk management and co-ordination of internal and external
  audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the
  entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with
  applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury
- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

 Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entitles that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unquallfled audit for the department and the Trading entity  ${f C}$ 

Company:	Driving License Card Account		
V-111,1	O Johan 2012 Newmber 2014	<del></del> -	
Period:	October 2012 — November 2014		
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Position:	Chief Executive Officer/Chief Financial Officer		
0.411.0111			

### Responsibilities:

### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

Casif resources grew to over 17140 million water the 10 million water the				
Company:	National Regulator for Compulsory Specification			
Period:	August 2010 – September 2012			
Position:	Finance Manager			

### Responsibilities:

### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting in terms of modified cash.
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

Annual levy increase negotiations with industry

Company:	Driving License Card Account	 	
company.	October 2012 - November 2014		
Period:			 
Position:	Chief Executive Officer/Chief Financial Officer		
Pusition.			 

### Responsibilities:

### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
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- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

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that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

CEST (COORTOGO STORT 14 C	
Company:	National Regulator for Compulsory Specification
	1 2010 Ctomber 2012
Period:	August 2010 - September 2012
renoo.	
Position:	Finance Manager
TO STILL OTHER	

### Responsibilities:

### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle
  approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting In terms of modified cash.
- Financial statement analysis & Interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Lialsing with the External Auditors and planning for Interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

_	
Company:	Exxaro Limited
	November 2007 - July 2010
Period:	Hoteling South State Court

### Position:

Group Financial Accountant

### Responsibilities:

- Month-end closure
- Monthly financial reporting actuals and forecasts
- Management reporting
- Rolling forecasts
- Preparation and monitoring of budgets
- Preparation of Interim and year-end financial statements
- Preparation of tax packs
- Analysis of expenditure for tax purposes
- Accounting services to support corporate services departments
- Value adding cost control services
- Supervise staff
- Implement & monitor Internal controls
- Assist in ad-hoc assignments
- Liaise with internal and external auditors
- Ligise with external customers

Company:	Metal Industries Benefit Fund Admistrators
Period:	March 2006 - October 2007
Position:	Head of Accounting department

### Responsibilities:

- Month-end closure
- Review general ledger reconciliations
- Review yat returns and compile tax returns
- Maintains fixed assets register
- Prepare and monitor budget
- Supervise 7 accounts clerks
- Manage debtors and creditors accounts
- Implement & monitor internal controls
- Assist in ad-hoc assignments
- Prepare financial statements in accordance with international financial reporting standards
- Liaise with internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
compan,,	2000
Period:	June 2003 – February 2006
Periou.	
m = -111 =	Financial Accountant
Position:	

### Responsibilities:

- General ledger to trial balance
- Month-end closure of all modules
- General ledger reconciliation
- Prepare vat returns
- Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor Internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

Auditor General					
					•
October 1999					
	-		_		
l Training - T1PP					
	Auditor General October 1999 – May 2003 Training – TIPP	October 1999 - May 2003			

### Responsibilities:

- Planning the audit
- Evaluating systems in general
- Evaluating audit risk
- Perform test of controls & substantive test
- Evaluate the results of audit fests
- Reporting
- Analysing financial statements
- Evaluating impact of computer on controls
- Review of employees tax computation
- Review of vat returns

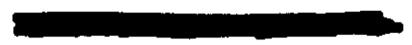
Company:	Grinaker Precast
Period:	November 1997 – September1999
Position:	Accounts Clerk

### Responsibilities:

- Process creditors invoices
- Reconciling creditors accounts
- Prepare raw materials usage reports
- Process & reconcile production reports
- Perform monthly stock take
- Petty Cash

References Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521

Page 1 of 6



#### PERSONAL DETAILS

Surname:

First Names:

Date of Birth: Nationality:

Gender:

Marital Status:

Criminal Offences:

South African

\$ingle None

Address:

Cell:

Driver's License: First Language:

Other languages:



#### HIGHER EDUCATION

Doctor of Philosophy, Ph.D. [Political Studies - Cum Laude]

Queen's University at Kingston, Canada: 2000 - 2004

Thesis:

"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry

1987-2004." Supervisor: Professor Bruce J. Berman

Courses Completed:

Comparative Politics of Development

International Political Economy

Southern Africa

International Politics

National Security

Master of Philosophy, M.Phil. [Political Management]

University of Stellenbosch: 1997 - 1998

Bachelor of Arts, B.A., [Political Studies]

University of Cape Town: 1994 - 1996

#### COURSES ATTENDED

China-Africa Exchange on Sustainable Development - November, Tongji University, 2008

Shanghai, China

Certificate in Refugee Studies – June, York University, Ontario, Canada 2000

HIGH	15CH	IC IC IL

Last school attended :

Highest Standard Passed

#### CAREER HISTORY

 Ministry for Social Development: Special Adviser: Minister for Social Development (01 April 2018 – 28 May 2019)

#### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
  - Development of human and social development interventions;
  - Poverty reduction, food security and community self-sustainable programmes;
  - Comprehensive social security social crime prevention and anti-substance abuse
     Community development, families and social welfare services;
  - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.
- The Presidency: Special Adviser: Minister Responsible for Women (01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with Minister

#### SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

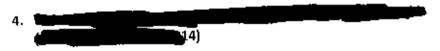
#### ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
  - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
  - Responsible for an annual budget of at least R170 million;
  - Responsible for at least 110 employees;
  - Representing the Department of Women at the Forum of South Africa's Directors-General (FOSAD) as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

#### SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- Lalso led a research grant for £41,738.00 by the British Council for Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.



#### SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility **Programmes**
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

### Ministry of Defence and Military Veterans – Chief Director Research and Advisory (October 2009 – December 2011)

#### SCOPE OF DUTIES.

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary
  Questions and representing the Ministry in various Parliamentary Committees amongst others,
  the Joint Standing Committee on Defence and the Defence Committee.

# 6. Department of Housing – Chief Director: Office of the Director-General (January 2008 – September 2009)

#### SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities
   Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

### National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability (July 2006 – December 2007)

#### SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence
   Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

## 8. The Presidency – Director: International Relations and Trade (July 2005 – July 2006)

#### SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

### 9. National Intelligence Agency: Senior Analyst - Political Intelligence

#### SCOPE OF DUTIES.

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

#### PROFESSIONAL MEMBERSHIPS

## National Education Collaboration Trust: A member of the Limpopa Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

## University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

## Secretariat: Social Transformation Committee: African National Congress (2009 - 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

#### AWARDS RECEIVED

2015

2003-2004

#### Page 6 of 8

2000-2004	Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
2000-2004	National Research Foundation's Prestigious Scholarship for a Ph.D.
1999	French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
1997-1998	Abbe Bailey Trust, scholarship (M.Phil.)
1998	Human Sciences Research Council research funding (M.Phil.)
1998	Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
1997	South African Political Science Association

#### PUBLICATIONS: BOOK\$

2006 The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa, Routledge, London and New York.

#### PUBLICATIONS: ARTICLES

2009	"There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
2004	"Accountability and oversight: The role of parliament in arms transfers," in Le Roux, Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC, Institute for Security Studies, Pretoria.
2003	"The National Conventional Arms Control Act: An update," in <i>Focus on Small Arms</i> , Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
2003	"On the origins of war in Africa," in <i>African Security Review</i> , Volume 12, Number 2, pp. 81–90, Institute for Security Studies, Pretoria.
2002	"Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
2001	with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." <i>Africa Today</i> , Volume 48, Number 3, Fall pp. 36–49, University of Indiana Press, Bloomington.
19 <b>99</b>	"Xenophobia and relative deprivation," <i>Crossings</i> , 3 (2), 4–5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

#### PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," Business Day, 11 March 2008
- "The importance of adequate housing," Mail & Guardian, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently, *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," Mail & Guardian, 11 April 2011
- "Harnessing collective efforts is the answer," Mail & Guardian, 26 April 2013
- "Improving the lives of SA's children," Mail & Guardian, 29 November 2013

2016	"The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
2016	"Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
2016	"Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the $14^{th}$ Annual Hawaii International Conference on Education, $03$ – $06$ January, Honolulu, USA.
2015	"Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With (Control of South Africa); P. Kutame; Paper presented at the First Univen – WSU International Conference, 02–04 September, East London.
2006	"The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27–30 April. Conference organized by the Brenthursi Foundation.
2003	"Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8–12 July, Arusha, Tanzania.
2002	"Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
2002	"Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-writter with Dr. Jonathan Crush – presented at the Canadian Association of African Studies, 3: May, Toronto, Canada.
1999	"Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAM conference, 16–18 May, Cape Town.
1997	"Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.

#### **Motivation Letter**

#### Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

#### Summary of work experience:

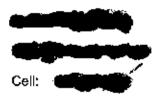
- · Academic capacity development
- Academic coordination and teaching (lecturer)
- · Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different Industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development, Learning Never Ends,

Yours Truly





Race, Gender & Status: African, Female and Single

Address: 18

Drivers' License Contact no.

E-mail:

#### Career Statement

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), management, strategy and business project pharmaceutical, chemistry. analysis/intelligence environments.

#### **Experience Summary**

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- · Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

#### Professional Achievements

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

#### Professional Experience

#### Project Manager

Current

Ascendis Pharma - Bryanston, Johannesburg, South Africa

#### Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and perfuming audit for 3<sup>rd</sup> party manufacturers, suppliers and laboratories

#### SANAS Board Member

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 - November 2021

SANAS –

#### Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the
  organization's annual reports and financial statements

### Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 - August 2019

#### Responsibilities:

Mintek –

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its
  powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the
  organization's annual reports and financial statements

#### Researcher at Research Directorate Office (Temporary)

August 2016 - November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- · Perform several ad-hoc analysis for Research Directorate office

#### Council Member

Reporting to minister of DHET

February 2017 - March 2018 (ONLY quarterly meetings)

TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa

#### Responsibilities:

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students.
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

#### Strategy Business Analyst

August 2012 - January 2015 (Retrenched)

Sasol International Energy - Rosebank, Gauteng, South Africa

#### Responsibilities:

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

#### Senior Scientist

July 2008-August 2012

Sasol Technology, R&D - Sasolburg, Free State, South Africa

#### Responsibilities:

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division - Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at Poland as an exchange post-doctoral fellow.
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

 $1^{\rm st}$  year Chemistry Lecturer – Doorenfontein, Gauteng, South Africa Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

#### **Education and Qualification**

Doctorate (PhD) - Chemistry, March 2007

University of Witwatersrand - Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) - Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo - Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA - Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

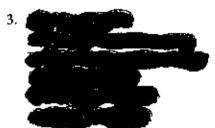
UNISA - Pretoria, Gauteng, South Africa

#### Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

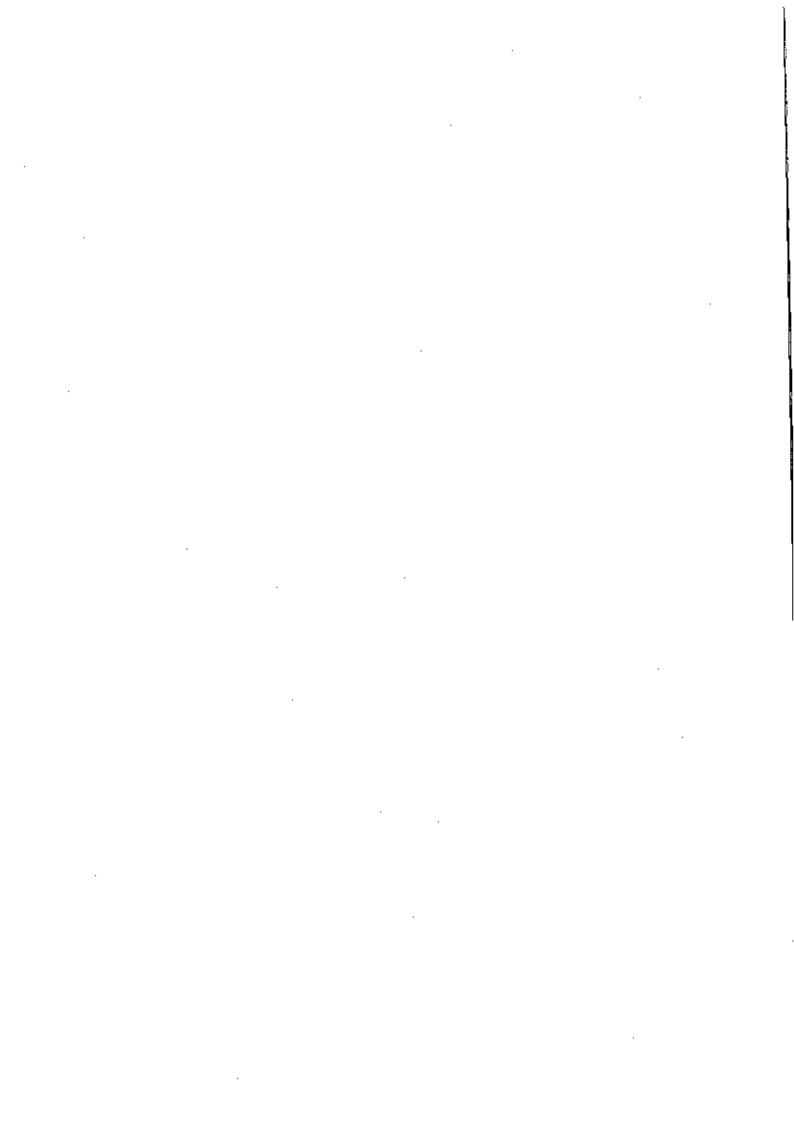
### References





ESECUTATION NOTIFICAL EN POSADPRES

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#### BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

#### **BUSINESS ACHIEVEMENTS**

Rosebank Catholic Church (pllof) - Turnaround strategy

Honey Comb Sweets (P(y) Ltd – Turnaround strategy and Implementation through the UNDP GALXCOC (Alexandra) – Susteinable socio-economic township development Small Enterprise Development Agency SOC Ltd – Multimilifon rand structured financing Executive Development – Business coaching across different industries Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

#### Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational Implementation

#### **PURPOSE**

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

#### <u>MOTIVATION</u>

enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of personality attributes include: effective business strategy development and execution for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

strong orientation toward operational and process delivery allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial* performance. He is bottom line driven based on "end to end" processes including anvironmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

Is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Netions Initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management feam shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

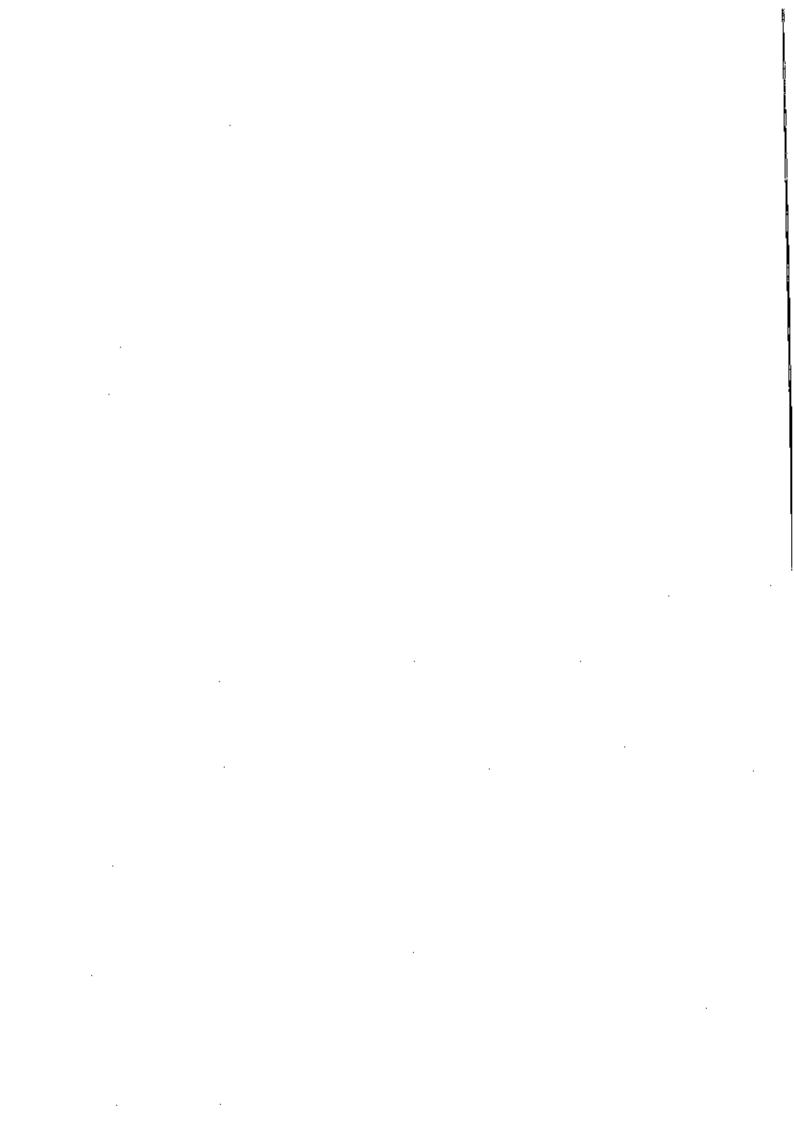
also spent several years in the area of human capital development. His exposura in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture — a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his fiduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, menagement skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



EMAIL ADDRESS:
PHYSICAL ADDRESS:
POSTAL ADDRESS:

#### PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

#### Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

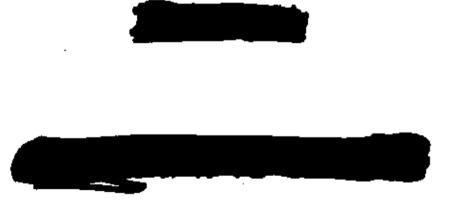
#### **Motivation and Experience**

As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

M

# CURRICULUM

VITAE



#### EDUCATIONAL BACKGROUND

HIGHEST STANDARD PASSED: Standard 10.

[1975 - 1976]

SUBJECTS PASSED : Northern Sotho (HG)

Afrikaans 2nd Language (HG) English 2nd Language (HG)

Mathematics (HG) Physical Science (HG)

Biology (HG)

Afrikaans Mondeling, and

English Oral

TERTIARY EDUCATON : BA

(University of South Africa)

[1983 - 1994]

BA (Hons)

(Rand Afrikaans University)

[1995 - 1996]

MA. (Rand Afrikaans University)

[1997 - 2001]

Certificate in Management (CM)

(Stage 1 of MBA)

(Buckinghamshire

Chilterns University College-UK)

[1998]

Post Graduate Diploma in

Management Studies (DMS)

{Stage 2 of MBA}

(Buckinghamshire Chilterns

University Callege - UK)

[2000]

MBA

(Buckinghamshire Chilterns

University College-UK)

[2003]

#### PERSONAL INFORMATION

SURNAME

FIRST NAMES

DATE OF BIRTH

:

MARITAL STATUS

DEPENDANTS

\*

NATIONALITY

: SOUTH AFRICAN

RESIDENTIAL ADDRESS

POSTAL ADDRESS

CONTACT NO.

E-MAIL ADDRESS

HOME LANGUAGE

: NORTHERN SOTHO

OTHER LANGUAGES

SETSWANA, SESOTHO,

ENGLISH AND APRIKAANS

LANGUAGES FAIRLY

UNDERSTOOD

isiZULU,isiXHO5A,SWATI,

isiNDEBELE,XIT50NGA

AND TSHIVENDA

DRIVERS LICENCE

help support and accelerate the development of Black engineers in Suzion. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme,
   Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

#### Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- Chief Operating Officer of MTN
- (a cousin), ZimCapital
- Virgin Group
- · Control Control

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

#### Attributes:

Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastle
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

#### Management style:

regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. Work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

#### Achievements:

achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

#### Summary:

believes nothing is Impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

Management of the finance and procurement division; human resource

management; information technology and project management office.

Financial and budgeting administration. This included ensuring the Annual

Financial Statements of the department are compiled and released on the

prescribed dates.

Oversee the implementation of both the IT and Human Resource strategies of

the organisation.

Performance monitoring and evaluation unit within the Project Management

Office, I oversee the putting together of the performance indicators and the

monitoring of the implementation. We compile the consolidated quarterly

reports of both performance and the quarterly financial projections.

2001 - 2009(May) Chief Financial Officer: GCIS

DUTIES

· Managing the financial administration and Budget office. Also responsible for

the overseeing the compliation of the Annual financial statement of the

department and the Budget submissions to National Treasury

· Managing the supply chain division and serving as the chairperson of the

Adjudication Committee.

Advice management on a monthly basis the expenditure trends and provide

financial and procurement support to the line managers.

Overall managing of the Chief Directorate comprising of approximately 80

officials with a budget of R4m.

1999 - 2000 Director: Finance GCIS

**DUTIES:** 

Management of financial administration and budgeting division of the

department and acting as the Chief Financial Officer;

July 2019

4

 Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

1997 - 1999 Deputy Directors: Administration:
GAUTENG PROVINCIAL GOVERNMENT

#### DUTIES

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)Gauteng Provincial Government

#### DUTIES:

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

# 1993 – 1994 (April) Administrator: Department of Information and Publicity AFRICAN NATIONAL CONGRESS (ANC) HQ

#### DUTIES

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department
AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

#### DUTIES:

- Co-ordinating the interaction between Head Office with the regional offices.
- · Arranging meeting and receiving reports from the Regional Offices

1978 - 1989.

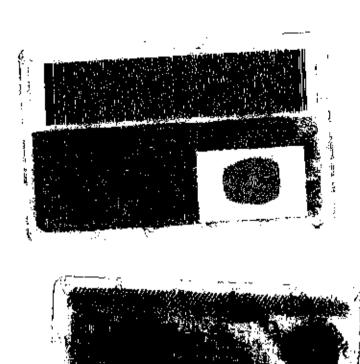
Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.



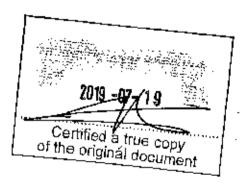
- 1. (Former boss)
- Deputy CEO: Stakeholder engagement GCIS
   Contact:

  Email

  Email



COMMISSIONER OF CATHS
Tshagofatao Kgarabjang
Director: Legal Services
Department: Communications
Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield, Pretoria Tel: 012 473 0478



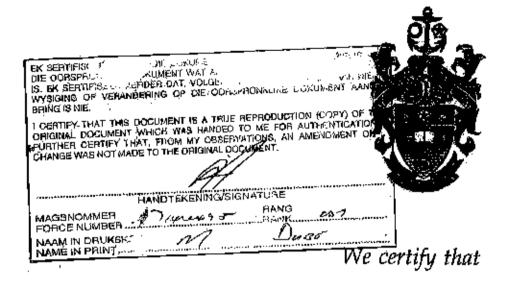


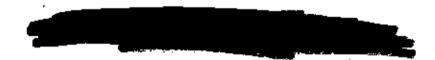
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(National Senior Certificate Examination)
(Nationale Senior Sertifikaateksamen)

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## University of South Africa





having complied with the requirements of the Act and Statute, was admitted to the degree of

## BACHELOR OF ADMINISTRATION

at a congregation of the University

on 4 May 1998

SOUTH AFRICAN POLICE SERVICE CLIENT SERVICE CENTRE

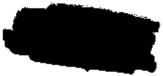
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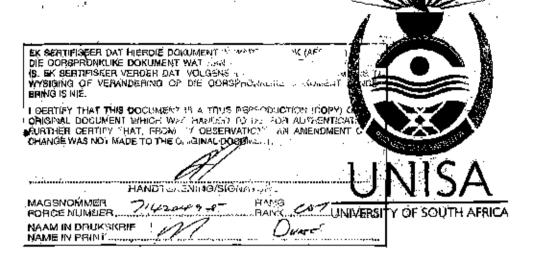
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We certify that

contriber All South Miles (1964)

having complied with the requirements of the Higher Education Het and the Institutional Statute, was admitted to the degree of

## MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University on 3 October 2006

SOUTH AFRICAN POLICE SERVE CLIENT SERVICE CENTRE

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SUID-AFRIKAANSE POLISIEDIF



Vice-Chancellor









#### CONFIDENTIAL

#### COMMISSIONER OF OATHS

Tshegofatso Kgarabjang Director: Legal Services Department: Communications Tshedimosetso House 1035 cnr Frances Baard and Festival Streets Hatfield, Pretoria Tel: 012 473 0478

## SECURITY CLEARANCE CERTIFICATE

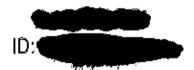
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DIRECTOR-GENERAL

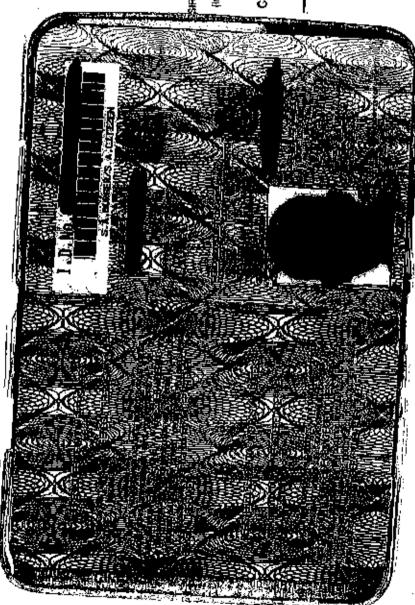


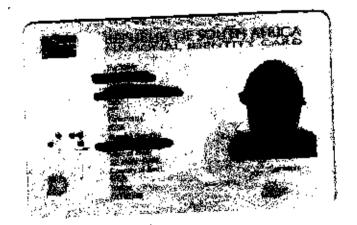
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Commissioner of Oaths
SM Human Resources P.O. Box 395
Preforia, 0001
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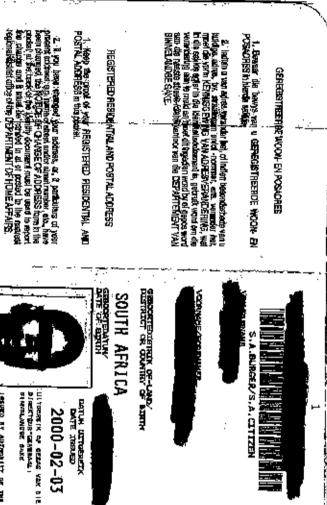
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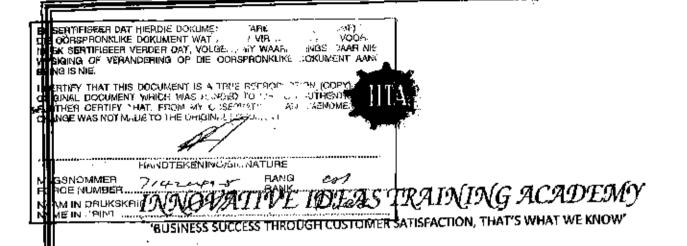
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For Successfully Completing the

Strategies for PR and Communications

Master Class

FACILITATOR

CLIENT SERVICE CENTRE

2019 -07- 13

CLEVELAND

SUNT-ATRIKANSE POLISIEDIE

ISSUED ON THIS 29TH DAY OF JUNE 2012

1981 - 1984

GCSE, Solomon GCSE, Solomon Freedom

College In Tanzania

Subjects passed

Accountancy, Mathematics, English, History

Geography, Development of the World,

History of the struggles

1967 - 1979

Did my schooling In King William's Town

and Butterworth. Details available on

request

### **WORKING EXPERIENCE**

June 2016 to date

Deputy Director General: Empowerment and

Stakeholder Management

Department of Military Veterans

Responsibilities

Provincial Offices and Stakeholder Relations Empowerment and Skills Development Heritage, Memorials, Burial and Honours

June 2014 to May 2016

Senior Manager: Office of the Deputy Speaker

Eastern Cape Provincial Legislature

Responsibilities

Manage the Office of the Deputy Speaker,

Ensure compliance with all policies and

Procedures in the Office of the Deputy Speaker, Develop and maintain good image of the Office

Of the Deputy Speaker,

Ensure effective and efficient management of the

Office of the Deputy Speaker.

September 2011 - Sept 2012

Acting General Manager: District Development &

Implementation

Responsibilities

Coordinate District Management & Development, Oversee the Implementation of Service Delivery And District Coordination and the Area Managers, Ensure Implementation of Batho Pele, Develop Partnerships and Manage Interdepartmental Relations, Provide Strategic direction and Leadership to the District Managers, Ensure Monitoring and Evaluation of Departmental Projects and Programmes at District Level, Interpretation of Legislation relevant to the Districts, Ensure Implementation of an Integrated Service Delivery Model in all District Offices of Social Development & Special Programmes

November 2010 - Aug 2011

Senior Manager Office of Head of Department Department of Social Development & Special

**Programmes** 

Responsibilities

Manage and Implement Monitoring System which Track Progress and Impact of the Department, Ensure Departmental Strategic, Annual and Operational Plans are aligned to the Provincial Growth an Development Programme of Action, Coordinate Departmental Reports on behalf of the Head of Department, Monitor Provincial Policies And the Legislative Framework relating to the Department of Social Department & Special Programmes, Monitor, Promote and coordinate The implementation of Departmental Service Delivery Plans, Ensure the Promotion of Cooperative Governance with National and Provincial Government, Manage the of the Head Of Department, Manage and Supervise Staff in Office of Head of Department.

May 2009 - Nov 2010

Head: Office of the MEC

Department of Social Development

2007 -2009

Convivium

Senior Associate

2002 - 2007

General Manager: Strategic Support

**Buffalo City Municipality** 

Responsibilities

Public Participation

Special Programmes inclusive of Gender, Youth, People with Disability, HiV/AIDS & Older People

Council Support

1999 - 2002

Independent Development Trust (IDT) – Programme Implementation Manager (PIM)

Responsibilities

Programme planning

Receive programme and draw action and

Scheduling plans.

Coordinate all relevant stakeholders

Identify service providers

Draft service provider's terms of reference And Contracts for validation by the legal

Department.

Enter into agreement with service providers.

Manages relations

To consolidate the social and technical Outputs.

Social: community, active social groups, Churches, association etc.

Technical: contractors, service providers, Engineers etc.

### Programme Implementation

Coordinate activities of the community, service providers and other stakeholders.

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

Compile reports on status, financial controls and possible problem areas.

Actively identify possible risks.

Manage risks.

1998 - 1999

IDT – Seconded as Programme Coordinator in the Transformation Programme Office.

### Responsibilities

### Project leader for Transformation Communication Project (only member)

To make sure that staff is kept up breast about developments during transformation process. To communicate issues that involve staff, on time and accurately. To respond to queries and questions raised by staff in a sensitive and honest manner without compromising the organization.

### Project Leader for Transformation measurement tool (only member)

To monitor Transformation progress against set milestones. To monitor whether transformation is within budget without compromising quality. To monitor overall transformation projects whether they are on schedule and within budget. To indicate to all project leaders without alarming the critical path.

To ensure overall coordination of the Transformation. To attend and make presentations in Executive Committee Meetings. To prepare presentation for the Board of Directors. To visit provinces to solicit buy in from staff. To inform strategic partners and government on developments such as changed core business and mission statement. To network with other development agents in verifying our development

niche in the development arena.

1997 - 1998

IDT -- Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector Interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives
Interventions. To ensure that facilitation teams are
aware of development programme objectives /
mission and corresponding criteria. Assist
Programme Managers in Programme
Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / Intervention administration. Generate reports as required in an agreed format.

1997 September

IDT Community Facilitator

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the Identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

Qualified as a member of the Estate Agent Board

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

1997 August

1996 January

1995 September to December Research for trust for Christian Outreach

and Education (TCOE) on local government.

1995 November Presiding Office - Local Government

Elections

1992 – 1995 Resident Tutor – University of East Anglia

United Kingdom

1991 Summer holidays worked part-time for The

University of Transkel's Bureau of Development, Research and Training, Worked with Carl Keyter.

My work mainly involved the evaluation of households for the distribution of funds for

sustainability projects.

1986 – 1990 Worked as an Administrator in the South African

Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie

Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing

administrative work.

1986 – 1989 Worked in Angola for the ANC as a Commander of

the women's group.

1980 Got involved with the ANC as a pupil and

had to leave South Africa for political reasons.

INTERESTS I would like to contribute towards elevating the

Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up

realistic policles and practices given limited

resources.

REFERENCES:

General Manager

Managing Director - Consulting

General Manager - Health Services

### INTERNATIONAL CONFERENCES ATTENDED

2017	United Nations Commission on the Status of Women, March, New York, United States;
2008	World Urban Forum, 3 - 6 November, Nanjing, China;
2008	United Nations Population and Development, United Nations, April, New York, United States;
2008	United Nations Housing and Urban Development (UN Habitat), November, Naîrobi, Kenya;
2008	2 <sup>nd</sup> African Ministerial Conference on Housing and Urban Development, 28–30 July, Abuja, Nigeria;
2008	Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21–23 November, Barcelona, Spain;
2007 .	Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17–18 September, University of Adelaide, Australia;
2006	Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3–4 April, Potsdam, Germany;
2005	World Trade Organisation, Ministerial Conference, 13–18 December, Hong Kong, China.

### REFERENCES

Executive Director: Mapungubwe Institute for Strategic Reflection

2. Special Advisor: Minister of Mineral Resources & Energy

3. South Africa's Ambassador to The Hague

### ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)

- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 – 2001) - UFS
- Certificate of Merit Top 10 first years in Welwetchia Residence UFS
- Distinction in Business Economics Grade 12 Inanda Seminary (KZN)

### LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.

- Various leadership roles in the communities in which I have resided.

 Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).

 Led the Audit of the Biggest Client – MIBFA, in the Retirement Funds Division – Ernst & Young 2008 -2009.

- Member of the Best Audit Team - Invested Limited - Ernst & Young 2006 - 2007.

- Member of Student Transformation Forum - UFS

- House Committee Member - Academics Portfolio -UFS

### **EMPLOYMENT HISTORY**

Company: Denel SOC LTD

Position: Independent Non-Executive Director

Chairperson of the Risk Management Committee

Member of the Audit Committee Member of the Investment Committee

Period: May 2018 - Present

Responsibilities:

### Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.

Rooting out corruption.

Restoring Denel SOC LTD's financial position and

 Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget:

Responsibilities:

Period:

Strategy

Drive the turn-around of the Gauteng Department of Health.

Drive Transformation of procurement and supply chain management

Responsible for Budgeting for the Department. Responsible for Risk Management and internal controls.

Responsible for Financial Reporting. Responsible for Stakeholder Management

Company: South Ocean Holdings Limited - JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

### OTHER NOTABLE EXPERIENCE:

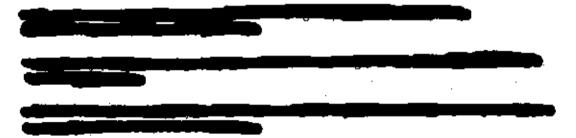
- **Transnet Ltd (Internal Audit division)** outsourced by Ernst & Young Inc. for 2 months (October November 2008). Performed internal audit procedures.
- Land Bank -- outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
- Reviewed and processed journals.
- Performed month-end procedures.
- Reviewed human resources transactions and reconciliations.
- **Standard Bank** Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

### COMPUTER LITERACY

### Caseware

AlignAlytics (on-the job training – Endo – Litha's American parent company)
TeamMate (on-the job training – Endo – Litha's American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

### REFERENCES



- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.
Position: Trainee Accountant

Period: January 2005 – December 2007

Responsibilities:

\* 2007 - planning and execution of audit strategy for various engagements at supervisory level including:

- Assessing risks at overall entity level as well as at account level

- Performing substantive procedures

- Performing tests of controls

- Wrapping-up of audits

- Drafting audit reports and other reports on audit findings

 Conducting research on clients in order to obtain an understanding of the client and its environment

\* 2006 – execution of audit strategy for various engagements at assistant level

\* 2005 – execution of audit strategy for various engagements at senior level

### Client portfolio - Ernst & Young: Post Articles

Client Name

Land Bank

Standard Bank

Transnet Metal Industries Benefit Fund (MIBFA)

Edcon Pension Fund

Mr Price Executive Pension Fund

Various Pension Funds administered by Liberty

Various Retirement Funds administered by Metropolitan

Werksmans Staff Provident Fund

Various Funds administered by Alexander Forbes

### Client portfolio - As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)

Invested Property Group (Long term)

Safrican Insurance Company

Channel Life

Transnet – Internal Audit

Scanta South Africa

Review monthly balance sheet reconciliations Branch Reconciliations review

Company: Land Bank Land and Agricultural Development Bank of South

Africa

Position: Period: Project Accountant.

June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims

Perform quality checks on recalculations done

- Compile Monthly Management Accounts

- Ensure that branches have the recalculated memos timeously to relay the results to the clients.

Perform administrative duties for the project team.

Company: Ernst & Young Inc.

Position:

Client Service Executive/Assistant Manager

Period:

Jan 2008 - June 2011

Responsibilities:

\* Project management of audit assignments in an Assistant Manager Capacity involving:

People Management:

 On-the-job coaching, mentoring and transfer of skills to junior staff members.

Planning human resources for audit engagements.

 Managing teams compromising of first, second and third year trainee accountants.

 Perform engagement reviews and performance assessments for the team members including identifying development needs.

Developing and maintaining relations with existing clients.

### Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS queries

### **Audit Function:**

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group Position: (Senior Manager) Finance / Head of Internal Auditor

Period: May 2014 - July 2016

Responsibilities:

 Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).

 Previously reported to the Audit Committee when Litha was listed on the JSE.

 Prepare and perform SOX compliance audit across the group.

 Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.

- Attend Audit Committee meetings.

 Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.

 Develop and implement policies and procedures for effective functioning of the Internal Audit function.

 Ensuring that the functions of the Internal Audit are aligned to the requirements of business.

Set up and manage activities of the Internal Audit department.

 Preparing the audit reports and liaise with all divisions and Senior Management on audit findings

 Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.

 Coordination of integrated reporting initiatives in the Group.

Participating in month/quarter and year end closing reporting.

Assisting in the preparation of quarterly reporting packages.

 Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 - April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures: Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

### Treasury

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

### Budget

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- Maintain good relations with third parties, ie Banks, JSE sponsors etc...
- Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.
- Maintain a good working relationship with internal and external audit Firms.
- Ensure the integrity of all public disclosures by the Company

Responsibilities:

 Reporting to the Board of Directors and Group Chief Executive Officer.

Strategy

 Assist in formulating the company's future direction and supporting tactical initiatives.

 Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and drowth plans.

 Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.

Assist the CEO in identifying new funding opportunities.

 Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.

Manage the capital request and budgeting process.

### Operations

Participate in key decisions as a member of the executive management team.

 Maintain in-depth relations with all members of the management team.

 Manage the accounting, human resources, investor relations, legal, tax and treasury departments.

Oversee the financial operations of the subsidiary companies.

- Implement operations best practices.

Assisting in the development and negotiation of contracts.

### Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

### Finance Management

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including; organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control au0thorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

### CURRICULUM VITAE



PERSONAL INFORMATION

Identity number:

Date of birth: Citizenship:

Marital status: Dependents:

Languages:

Health: Driver's licence: Email address:

Gender & Race:

South African

Married One

English, Sesotho, IsiXhosa & IsiZulu

Good

Female - African.

### EDUCATION/QUALIFICATIONS

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 – Successfully

Completed first year)

### Linguista de Programo

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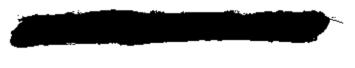


nation and Communication Technologies Sector Education and Training Ambaniy

Accelerating quality skills towards an information savvy society

### National Certificate

This is to certify that



I.D. No:

Has successfully achieved competence against the following SAQA registered qualification

### NATIONAL CERTIFICATE: RADIO STATION MANAGEMENT

NQF Level 5 (NLRD No. 49122)

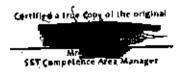
In terms of section 9 (1)(f) of the ETQA Regulations No. 1127 of 1998 under the SAQA Act No. 58 of 1995, effective 1998



16/05/2017

Date of Issue

Commissioner of caths (Ex qfilolo)
Joremy Rex Walks
Competence Area Manager - Sensor
Schmoe and Technology
(StRighthats Sensor & Manager)
R.O. Ben 185 Present 6601



CN: JSJETOARDIS4222

Awarded as an original document with no alterations



Advancement of Journalism Institute for the

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Commissioner of onlys (Ex officio)
Jeremy Rox Wallis
Compolence Area Manager – Sensor
Solance and Technology
CSIRAMeteras Scacce - Manufecturing
P.O. Box 396 Prekons 0001

## Certificate of Completion



has completed the course

### Strategic Thinking for Communicators 22 January 2014



1 Bichmond Forum, Cedar Street, Richmond, Johannesburg



# THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2195, South Africa

Accreditation Number: MAPP 7944

Certificate of Attendance



has completed a 12 month learnership on

### Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009



### Results



CONTINUING EDUCATION UNIVERSITY OF PRETORIA



Pare (d. 1999). Incredible Training.



October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summery of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be submitted to the Course on Client Information Centre at

Assessment	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
	78%	Pass with Distinction

Please visit our website at www.cz.up.ac.za for upcoming courses)

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Commissioner of paths (Ex phiclo)
Jeremy Rex Wallis
Competence Aris Manager - Bensor
Science and Technology
CSIR Manages & Manager
P.O. Box 395 Prilons 0061

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July 31, 2019



### APPLICATION FOR THE POST OF THE DIRECTOR - GENERAL

1 am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019. Thereby submit my application for the post as I am confident that I meet the requirements for the position.

If have thirty-five (36) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the independent Communications Authority of South Africa (ICASA), the regulator of ICT Industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till Lieft



### University of the Witwatersrand, Johannesburg

At a congregation of the University

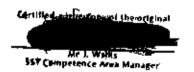
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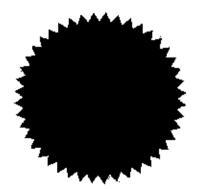


was admitted to the Degree of

Master of Arts

Commissioner of daths (Ex officio)
Joremy Rax Wallis
Competence Area Menager - Sensor
Scrance and Technology
CSIR-Majerials Science & Manufacturing
P.O. Box 395 Pretona 0001









### University of the Witwatersrand, **JOHANNESBURG**

At a congregation of the University

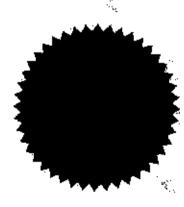
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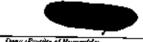
was admitted to the Degree of

### **Bachelor of Arts with Honours**

(Journalism and Media Studies)



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Jeremy Rey Walls

Comprision Area Manager - Sensor

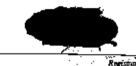
Science and Technology

CSR Majerels Science & Menulaciums

P.O. Box 383 Pretone 0001



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the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor in Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advice the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

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Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

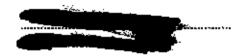
In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT- 2012) in Dubai, where I successfully lobbled and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: http://www.youtube.com/watch?v=uf63MRCRF-o

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, (Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate In Management (BCUC, United Kingdom); Postgratuate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director — General. I am readily available to assume duty at any time.

Yours sincerely



With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

### Relevant Competencies

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- · Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

### **Declarations**

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

) would sincerely appreciate an opportunity to serve on this board.



### **CURRICULUM VITAE**

OF

### **PERSONAL DETAILS** NAME: SURNAME: DATE OF BIRTH: AGE: NATIONALITY: **IDENTITY NUMBER:** SEX: **MARITAL STATUS:** HOME LANGUAGE: **OTHER LANGUAGES:** English, Afrikaans, Zulu, Xhosa, Tswana, North-Sotho and Tsonga **HOME ADDRESS:** POSTAL ADDRESS: **TELEPHONE NUMBERS: CRIMINAL OFFENCES:** None

HEALTH:

INTERESTS: Reading (non-fiction),Road Running,Travelling
Art, watching Soccer and outdoors

### **EDUCATION QUALIFICATIONS**

LAST SCHOOL ATTENDED

HIGHEST STANDARD PASSED

### **TERTIARY EDUCATION**

INSTITUTION 1985 - 1988

University of Natal (Durban)

B.Proc

INSTITUTION

University of Cape Town

1989 - 1990

Postgraduate Diploma in Tax Law

INSTITUTION

1992 - 1993

University of Cape Town

Masters in Law (LLM) (Commercial Law)

INSTITUTIONS

Institute of Advanced Studies and Rand

Afrikaans University

1995 - 1997

Advanced Diploma in International Taxation and Offshore Financial Centre

INSTITUTION

Insead (France)

Advanced Management Programme (AMP)

INSTITUTION

1996 - incomplete

University of Pretoria

Doctorate in Law (LLD) (Corporate Law)

INSTITUTION

2006

2003

University of Pretoria

Diploma in Insolvency Law and Practice

INSTITUTION

2006

University of Witwatersrand Certificate in Competition Law

INSTITUTION

2006 -

University of Pretoria

Certificate in Advanced Trust Law

INSTITUTION

2008

University of Witwatersrand

Certificate in Banking Law and Financial Markets

INSTITUTION

2008

University of Pretoria

Certificate in Insolvency Litigation and

Administration

INSTITUTION

2008

University of Witwatersrand

Certificate in Mediation and Negotiation

INSTITUTION

2012-

1

University of Pretoria

Masters in Law (LLM) Insolvency Law (Completed Course

work)

INSTITUTION

2012-2012

University of South Africa

Advance Course in Business Rescue Practice

INSTITUTION

University of Witwatersrand

2013 -2013

Advance Diploma in Mining and Exploration Law

### **COURSES ATTENDED**

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, atrategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

### **EMPLOYMENT HISTORY**

DATE:

January 2010- Present

POSITION HELD:

Director- Thanyani Business Recoveries (Pty) Ltd

DUTIES:

Insolvency Practice which Involves acting as Liquidator, Trustee

And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE:

February 2010- present

POSITION HELD:

Chairman- Tony Tshivhase Incorporated

DUTIES:

Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency

litigation and commercial litigation.

Date:

April 2018 - May 2019 Ministerial Special Advisor

DUTIES

Special advisor to Minister of Human Settlement advising her on all the

Legal matters.

DATE:

August 2005 - January 2011

POSITION HELD:

POSITION HELD

Senior Director - Hofmeyr Herbstein & Gihwala Inc/Cliffe Dekker

Hofmeyr

**DUTIES:** 

Involved in commercial and corporate law practice, tax law, aviation

law, competition law, insolvency law practices

DATE:

November 2001 - June 2005

POSITION HELD:

General Counsel and Executive Vice President: Legal at the Industrial

Development Corporation of South Africa Limited (IDC)

DUTIES

Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE:

2004 - June 2005

POSITION HELD:

Compliance Officer

DUTIES:

Developing compliance culture within IDC and implementation of

compliance policies

DATE:

November 1999 - 2001

POSITION HELD:

Head of Legal Services Department at IDC

DUTIES:

Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE:

May 1998 - October 1999

**POSITION HELD:** 

Partner - Pule, Selebogo & Partner (Johannesburg)

DUTIES:

Head of Commercial Law, Commercial Litigation, Tax, Banking and

Finance, Insolvency Departments

DATE:

February 1997 – April 1998

POSITION HELD:

Senior Tax Specialist - Eskom

DUTIES:

Prepare Eskom to be tax paying entity, advice Eskom and its

subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its

subsidiaries' Income Tax and VAT compliance

DATE:

March 1996- January 1997

POSITION HELD:

Practising as Tax and Legal consultant

DUTIES:

under the name Tony Tshivhase Tax and Legal Consultants in Pretorial Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and

VAT issues and Income Tax and VAT planning

DATE:

February 1994 - February 1996

POSITION HELD:

Partner - Moseneke and Partners with offices in Pretoria and

Johannesburg

**DUTIES:** 

Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law issues; Commercial Litigation; Drafting take-over, management buyouts, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor

Licence applications

DATE:

May 1993 - January 1994

POSITION HELD: DUTIES: Tax Consultant with Coopers & Lybrand in Pretoria

Advise clients on income tax, VAT,

International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial

Departments.

DATE:

February 1992 - January 1993

**POSITION HELD:** 

Tax Administrator with Kessel Felnstein in Cape Town

DUTIES:

Income Tax and VAT compliance and dealing with queries from the

Receiver of Revenue

DATE:

January 1989 - January 1992

POSITION HELD:

Candidate Attorney and Professional Assistant with Bernadt, Vukic.

Potash Abel and Getz in Cape Town

DUTIES:

As a candidate Attorney I was attached to the following departments

(i.e. to prepare me for Attorney's Board Examination):

- (i) LitIgation;
- (ii) Labour;
- (iii) Commercial:
- (iv) Collections;
- (v) Estates;
- (vi) Human Rights; and
- (viii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE:

August 1980 - December 1982

POSITION HELD:

Clerk in the Agriculture Department of the Venda Development

Corporation

DUTJES:

Completing loan applications, Verification of loan applications and

visiting projects to determine progress made.

Attorneya Admission I wrote the Attorneys Admission Board Examination in 1991 and have

successfully completed this examination.

#### BOARD DIRECTORSHIPS

#### Present directorships:

Thanyani Business Recoveries (Pty) Limited Director

Tony Tshivhase Incorporated Director (Chairperson)
Direngo Investments (Pty) Ltd Director (Chairperson)
Naledi Foundry (Pty) Ltd Director (Chairperson)
Naledi Ringrollers (Pty) Ltd Director (Chairperson)
S.A Ladder (Pty Ltd Director(Chairperson)

#### **MEMBERSHIP OF BODIES**

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams – internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) - appointed by Minister of Trade and Industry

#### PERSONAL DETAILS

Full Names

Known As

Nationality South African

Languages **Example** 

Marital Status

Dependents -

#### EDUCATION

#### UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc 1989 LLB

## PROFESSIONAL REGISTRATION

1991 Admitted as an Attorney of the High Court of South Africa.

2018 Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

#### OTHER COURSES

#### Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

## SKILLS ACQUIRED

- Legal theory and practice of law Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership
- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

[		ÉMRLOYMENT SYNOPSIS
	2018 – date	Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated
	2012 – 2017	State Diamond Trader Chief Executive Officer
	2008 – 2011	State Diamond Trader Acting Chief Executive Officer
	2001 – 2011	Department of Mineral Resources (Minerals and Energy)
	(2008)	Deputy Director – General (in the end)
	1998 – 2001	Commission on Gender Equality Provincial Manager, KwaZulu-Natal
	1997 - 1998	Domestic Violence assistance Programme Director/Manager
	1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
	1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

#### Attorney

1990 - 1991

# Christopher Walton and Tatham, Ladysmith Candidate Attorney

#### CAREER HISTORY

#### Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

#### Criminal Justice System Research

- Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

## Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality
- Co-authored the book : ABC Guide to Women's Rights (1998)

#### Mineral Regulation

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices Gauteng, Free State and Northern Cape
- Provision of senior management services at DMR

#### Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

#### Diamond Trading

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

#### Directorships

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University of Durban – Westville (1996 – 1999)
- Board Member of the Central Energy Fund ( 2007 2009)
- Board Member of the State Diamond Trader (2007 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator ( 2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

#### Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

### REFERENCES

Former Chairperson

Former Chairperson <u>State Diamond Tr</u>ader

Former DDG and Direct Manager at Mineral Resources Wits Business School Lecturer Special Advisor to the Minister of Mines of Angola



	Candidate information
Director General	Director General
Full Names	
Known as	
Surname	
Gender	
Nationality	South African
Race	African
Identity number	
Languages	English:
	Venda
	IsiZulu
	Tsonga

# SKILLS COMPETENCY

#### Skills

- Strategic planning
- Driving delivery on strategic objectives
- Negotiation skills
- Performance management
- Risk Management
- Fraud management
- Project management
- Annual report writing
- Monthly, quarterly and annual financial reporting
- Compilation of AFS in terms of IFRS, IAS, GRAP, Modified Cash Standards
- Forecasting including rolling forecasting
- Taxation both individual and company's tax
- Budgets & Variance Analysis
- Policy development
- Excellent communication skills
- Analytical thinking
- Budgeting
- Financial Advisory
- Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration)
- Problem solving skills and change management
- Strategic Leadership
- Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

# **Summary of Work History**

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017
		14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 - September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training - TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

# **Education Details**

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Boam Accounting	University Of Venda	1996
reruary	Accountancy diploma	University Of Natal	2003
	Boompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
<b>\</b>		APT	2013
	APT Certificate	SAICA	2014
	Chartered Accountant	JANCA	

# Computer Literacy

	PROFI	CIENT IN T	HE FOLLOW	ING:	
<ul> <li>MS Word</li> </ul>					
<ul> <li>MS Excel</li> </ul>					
<ul> <li>MS PowerPoint</li> </ul>					
<ul> <li>M\$ Outlook</li> </ul>			•		
<ul> <li>Teammate</li> </ul>					
<ul> <li>BAS</li> </ul>					
<ul> <li>Persal</li> </ul>					
<ul> <li>Accpac</li> </ul>					
<ul> <li>Hyperion</li> </ul>					
<ul> <li>Pastel</li> </ul>					
<ul> <li>Oracle</li> </ul>					
• SAP					
<ul> <li>Barn owl</li> </ul>					
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**Detailed Employment History:** 

	Dota
Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 - 13 September 2019
remout	14 September 2019 to Current
Position:	Acting Director General
, contract	Chief Financial Officer of the department and its three entities and head of ALHA
	trading Account
	Deputy Director General – Corporate Support Services

#### Responsibilities:

- Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategic plans and annual performance plan and monitor performance against these targets
- Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation
- Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities
- Settle and finalise land restitution dalms under the Restitution of Land Rights Act (Act 22 of 1994).
- Initiate sustainable land reform programmes in South Africa.
- Ensure 100% compliance with government regulations and legal prescripts:
- Obtain an unqualified regularity audit opinion on financial and non-financial Performance
- Facilitate integrated spatial planning and land use management in all provinces through the application
  of relevant legislation
- Ensure integrated and comprehensive land administration system
- Facilitation of infrastructure development to support rural economic transformation
- Provide support to rural enterprises and industries in areas with economic development potential and opportunities
- Increase job opportunities and ensure skills development through CRDP and land reform initiatives
- Facilitate the restoration of land rights or alternative forms of equitable redress
- Promote equitable land redistribution and agricultural development by acquiring strategically located land
- Provide comprehensive farm development support to smallholder farmers and land reform beneficiarles for agrarian transformation.
- Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces
- Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes:
- National Geomatics Management Service
- Spatial Planning and Land Use Management
- Registration of Deeds Trading Account
- South African Council for Planners
- Legislation

- Legal Services
- Human Resource and Development
- Monitoring & Evaluation
- Facilities Management and Security Services
- Strategic Communications
- E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Company.	A NOOTO
	04 December 2017 to April 2018
Period:	T. dog Entity
	Chief Financial Officer of the department and Property Management Trading Entity
Position:	

#### Respon*s*ibilities

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the
  department and review and analyse the budgets prepared for Medium Term Expenditure
  Framework, Adjustments Estimates of National Expenditure and Estimated National
  Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and
  bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the
  entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with
  applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Chief Financial Officer of the department and its three entities and head of Al	
	trading Account

#### Responsibilities:

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the
  department and review and analyse the budgets prepared for Medium Term Expenditure
  Framework, Adjustments Estimates of National Expenditure and Estimated National
  Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and
  bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which
  includes financial management services, supply chain and facilities management services,
  budget & budget performance and risk management and co-ordination of internal and external
  audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the
  entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with
  applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury
- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

 Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entitles that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unquallfled audit for the department and the Trading entity  ${f C}$ 

Company:	Driving License Card Account		
V-111,1	O Johan 2012 Newmber 2014	<del></del> -	
Period:	October 2012 — November 2014		
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Position:	Chief Executive Officer/Chief Financial Officer		
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#### Responsibilities:

#### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

#### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

Casit resources grew to	Over 14 140 million water the 10 ments that the -the	
Company:	National Regulator for Compulsory Specification	
Period:	August 2010 – September 2012	
Position:	Finance Manager	

#### Responsibilities:

#### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

#### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting in terms of modified cash.
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

Annual levy increase negotiations with industry

Company:	Driving License Card Account	 		
company.	October 2012 - November 2014			
Period:				
Position:	Chief Executive Officer/Chief Financial Officer			
Pusition.			<del>_</del>	

#### Responsibilities:

#### Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

#### Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process

that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

CEST TOOOD GIVE 14 C	Cool ( teodo) coo girai i e are i i i i		
Company:	National Regulator for Compulsory Specification		
	1 2010 Ctomber 2012		
Period:	August 2010 - September 2012		
renou.			
Position:	Finance Manager		
TO STILL OTHER			

#### Responsibilities:

#### Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter this life cycle
  approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

#### Operational finance

- Monthly financial reporting actuals and forecasts including variance analysis
- Management reporting
- Financial reporting In terms of modified cash.
- Financial statement analysis & Interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for Interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

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Company:	Exxaro Limited
	November 2007 - July 2010
Period:	HOVEMBER 2007 BEIT COURT

#### Position:

Group Financial Accountant

#### Responsibilities:

- Month-end closure
- Monthly financial reporting actuals and forecasts
- Management reporting
- Rolling forecasts
- Preparation and monitoring of budgets
- Preparation of Interim and year-end financial statements
- Preparation of tax packs
- Analysis of expenditure for tax purposes
- Accounting services to support corporate services departments
- Value adding cost control services
- Supervise staff
- Implement & monitor Internal controls
- Assist in ad-hoc assignments
- Liaise with internal and external auditors
- Ligise with external customers

Company:	Metal Industries Benefit Fund Admistrators
Period:	March 2006 - October 2007
Position:	Head of Accounting department

#### Responsibilities:

- Month-end closure
- Review general ledger reconciliations
- Review yat returns and compile tax returns
- Maintains fixed assets register
- Prepare and monitor budget
- Supervise 7 accounts clerks
- Manage debtors and creditors accounts
- Implement & monitor internal controls
- Assist in ad-hoc assignments
- Prepare financial statements in accordance with international financial reporting standards
- Liaise with internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
Zampan),	3 - 2002 February 2006
Period:	June 2003 - February 2006
Ferroa.	
Position:	Financial Accountant
Positioni	

#### Responsibilities:

- General ledger to trial balance
- Month-end closure of all modules
- General ledger reconciliation
- Prepare vat returns
- Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor Internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

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Auditor General					
l October 1999 – May 2003					
			_		
l Training — T1PP					
	Auditor General October 1999 – May 2003 Training – TIPP	October 1999 - May 2003			

#### Responsibilities:

- Planning the audit
- Evaluating systems in general
- Evaluating audit risk
- Perform test of controls & substantive test
- Evaluate the results of audit fests
- Reporting
- Analysing financial statements
- Evaluating impact of computer on controls
- Review of employees tax computation
- Review of vat returns

Company:	Grinaker Precast
Period:	November 1997 – September1999
Position:	Accounts Clerk

#### Responsibilities:

- Process creditors invoices
- Reconciling creditors accounts
- Prepare raw materials usage reports
- Process & reconcile production reports
- Perform monthly stock take
- Petty Cash

References Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521



## **REQUEST FOR NOMINATIONS**

# APPOINTMENT OF FIVE MEMBERS TO THE COUNCIL OF THE INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA (ICASA)

Institutions and/or Individuals are hereby invited to nominate persons to fill five vacancies in the ICASA Council, as established in terms of the Independent Communications Authority of South Africa Act, No. 13 of 2000 (as amended by Broadcasting Amendment Act, No 64 of 2002 and Independent Communications Authority of South Africa Amendment Act, No 2 of 2014). Of the five vacancies, one will be filled immediately and the other four will be filled in April 2020 upon the expiry of term of four Councilors.

ICASA makes regulations and policies to govern broadcasting and telecommunications in the public interest, ensuring fairness and a diversity of views, and monitors the environment and enforce compliance with rules, regulations and policies, hears and decides on disputes and complaints by the industry, plans and manages the frequency spectrum and protects consumers from unfair business practices, poor quality services and harmful or inferior products.

Persons appointed to the Council must be committed to fairness, freedom of expression, openness and accountability and must be representative of a broad cross-section of the population of the Republic and possess suitable qualifications, expertise and experience in the fields of, amongst others, broadcasting, electronic communications and postal policy or operations, public policy development, electronic engineering, law, information technology, content in any form, consumer protection, education, economics, finance or any other related expertise or qualifications, and must be a South African citizen permanently residing in the Republic.

Written nominations must contain the full name and address of the institution and/or individual making the nomination, the nominee's signed acceptance of the nomination and his/her Curriculum Vitae, providing at least the following information: • Full name, ID number and gender • Contact address, telephone and fax numbers and e-mail address • Previous experience (quoting dates and organisations concerned) • Certified copies of academic qualifications and identity document.

Nominations and enquiries must be addressed to the Portfolio Committee on Communications (Attention: Mr Thembinkos) Ngoma, Committee Secretary), 3rd Floor, 90 Plein Street, Cape Town 8001 or emailed to tngoma@parliament.gov.za or faxed to 086 522 5740. Telephonic enquiries can be made to 021 403 3733 or 083 709 8407.

Closing date for nominations: Friday, 27 September 2019 at 16:00. Please note that nominees will be subjected to a qualifications check and security clearance. Late submissions will not be considered.

Issued by Mr. BM Maneli, MP: Chairperson, PC on Communications.

Parliament, Making Democracy Work.

www.ayandambanga.co.xa CITY PRESS BNG

197631 www.thecandocompany.co.za

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Employment Dates Company

Position

Comments

Name



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Warrior_Talent_SAP O_Group_Chief_Exect	Candidate CV			Frans
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			Damelin: 1996 Diploma: Paper Making: Association of Paper Distribution:	MBI: UNISA: 2004  BSc: Honours  Georgia State University: 1990 Diploma: Production
			Aug 2004 – Apr 2005 Jan 2004 – Jul 2004 May 2002 – Dec 2003 Sep 1999 – Apr 2002 May 1994 – Aug 1999	Jul 2019 to date  Nov 2017 – Jun 2019  Reb 2011 – Oct 2017  Sep 2006 – Jan 2011  Dec 2006 – Aug 2006  Aug 2005 – Nov 2006  Any 2005 – Oct 2005
			Gouteng Shared Services Barlowerld Afrox Antalis Nestle SA	Sabbatical leave Tsebo Group All Terrain Serv Tsebo Group Equality Reef Fedics Clitaroup Gauteng Shared Services Gautena Shared Services
			Senior Manager: Procurement GM: Procurement Processes Supply Chain Mar Strategy Supply Manager Senior Product Supplier	Sabbailical leave Divisional Managing Director Oivisional Managing Director Operations Director Vice President Dep General Mar Procurement Act General Nair Procurement
				Ranking of CV: A

# Name

warrior talent

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Employment Dates

Company

Position



Employment Dates Company



	-	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
1#	Nome								
					PhD: Chemical	Aua 2017 to diate	Pioneer Foods	Group Executive: Supply Chain	Ranking of CV: A
ŀ	or, clicy	CORON			Endineering:	Max 2014 - Jul 2017	Ploneer Foods	Managing Executive	
I			†		University of	Jun 2008 - Feb 2014	Pioneer Foods	GM; \$trategic Services	
T		1			Stellenbosch: 2002	Jan 2007 - May 2008	KWV	Group Executive: Supply Chain	
T					MA: Mechanical	2002-2006	XWV	Manager: Operations	
Ţ			1		Fnoineatha:	1998 - 2001	*XWV	Manager: Spirits	
			1		University of	1996 – 1997	KWV	Process Engineer: Product Dev	
		Ť	1	Ţ	Stollenbosch: 1996	1994 - 1995	KWV	Engineer in Tro <u>ining</u>	
T			1		MBA: University of	1991-1993	KWV	Engineering Studies Internship	
T			1		Stellenbosch: 2006	. •			
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Position



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Candidale CV								Name Mzinkulu
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11111	<del>                                      </del>							ICIC
								Age
					Journalism; Union College: 1985	Secretaries SA: 2000 Diploma: Art of Writing &	Cape Iown: 2010 FCIs: Chartered	Qualifications  Executive MBA:
		0041 UDI — 004) IDI	Sep 1990 – Oct 1992 Feb 1986 – Aug 1990	Nov 1995 - Feb 1997 Nov 1992 - Nov 1995	Mar 1998 – Aug 1998 Jan 1997 – Seb 1998 Mar 1997 – Dec 1997	Sep 2003 – Aug 2012 Apx 2002 – Sep 2003 Jun 1999 – Mar 2002 Sep 1998 – May 1999	Oct 2014 – Jun 2015 Sep 2012 – Sep 2014	Sep 2019 to date
		ENA CURIOTIBILI MILA	Weekly Mail	Soweton Soweton	Enancjal Mail Sabbatical Isave Tsago Sun Casinos	8DFM Publishers  BDFM Publishers  Business Day  Financial Maß	Kogleo Media Urban Brew	NAT Capital
			Writer Writer Work Study Observer	Business Editor Business Reporter	Current Affairs Editor Sabbatical leave Public Affairs Manager	Managing Director Group Projects Manager Managing Editor Deputy Managing Editor	Group Exec Regulatory Affairs Chief Executive Officer	Consultant
								Ranking of CV: A









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	•																						Jan (989 – May 1990	Jun 1990 – Aug 1994	Aug 1994 - Nov 1994	Dac 1994 – J <u>ა</u> გ (997	Jul 1997 - Nov 1997	Dec 1997 – Apr 1999	Oec 1998 - Apr 1999	Apr 1999 - Jun <u>2000</u>	Jun 2001 – Jan 2004	Feb 2004 – May 2005	Jun 2005 - Dec 2005	Jan 2006 – J <u>an 2009</u>	Jan 2009 – Aug 2012	Oct 2012 - Sep 2015	Sep 2015 - Mar 2016	Apr 2016 - Nov 2018	Sep 2015 to date		Employment Dates	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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																							Technician in Training	Senior lechnicidn	Senjor Technician Operating	Production Manager	Mgr: Operating support serv	Mgn Kervroisnment richects	Control, Electrical & Support	Programme Manager	Customer Logistic Support Mgr	Dir: Customer Logistic Support	Director: SA Programmes	General Manager and Director	Region CEO: Southern Amou	Managing Oirector	Self Employed	Group Chief Operating Officer	Self Employed			Position
								•					•						•					•			1	•		Notice Period: I Workt		SA NGNONG: LE	Adverse Press Repons	Sign Complime	lord Assers	Total Revenue	Id years executive exp.	Moster's Degree	Ranking of CV: A		10	Comments



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			•													•							1			1992	University of Cape:	Accounting:	Diploma	Posigraduate:	Town; 1990	University of Cape	Accounting	Systems in	BCom: Information	1996	CA (SA); SAICA:
				1												•										•			Feb 1993 - Jun 1996	Jul 1996 - Dec 1998	Jan 1999 - Aug 2 <u>000</u>	Sep 2000 - Mar 2009	Apr 2009 – Jul 2009	Aug 2009 - Nov 2011	Nov 2011 ~ Jul 2014	Aug 20 <u>14 - Feb 2016</u>	Mar 2016 to date
													•																KPMG Copa Town	KPMG International	KPMG Cape Town	KPMG	)d Mutual	MMI Investments	Elixin Partners	<u>AGSA</u>	Curo Fund services
																								•					, Assistant Ma <u>nager</u>	Senior Monager	Senjar Manager	Partner	Independent Strategy Consul	COO/Executive Director	Managing Partner Africa	National Leader	Chief Discourse Officer
																					<del> </del>							Notice reti	10 Number	SA National Yes	Adverse Press Reports: No	staff Compliment a 000	Total Assets: KI.S Ollion	Total Revenue: R3.2 MIRON	10 years executive explains	Moster's Degree: NO	Activity of Caro



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O-production -	Control Telephone	Warrior Talent SAP	ŗſ	<u> </u>	ָּוֹי עליי	Candidate CV		•				I				•	T												7. 1habo
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	1											  - 	 	  -	+				<u> </u>										R2.3m 49
																		1	2001	University of Natal	Management	Diploma: Business	Postgraduate	Tawn: 1992	University of Cape	Pharmacy;	Bachelor:	Natal: 2003	MBA: University of
															1					1993 - 1993	1994 - 1995	1995 - 1997	1997 - 2000	May 2000 - Jul 2003	Aug 2003 - Mar 2008	Apr 2008 – Sep 2012	Oct 2012 - Apr 2015	May 2015 - Jun 2018	Jul 2018 to date
											!	+								Hospital Pharmacy	Hospital Pharmacy	Aspen	Aspen	Natal Bioproducts Institute	Caltex Oil 5A	SAB Miller	Coca Cola Shanduka Bev	Vodacom	Letsemo Property Dev
							:													Trainee Pharmacist	Pharmacist	Production Pharmacist	Production Manager	Manufacturing Manager	Business Service Manager	Sales & Distribution, Area Mar	Commercial Director	Managing Exec: Central Region	Chief Executive Officer
																				Notice reliver to pays		SA Notice of State of the State	Adverse Press Reports No	Staff Compliment: 200	Total Assets: RS00 million	Total Revenue: R L billion	10 years Executive Exp: Yes	Master's Degree: Yes	Ranking of CV: A



Employment Dates

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Position

Comments

warrior talent

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Position

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					•				•									_			•		Henley UK: 2003	Management:	Diploma:	Advanced	2006	4	53 MBA: Henley
<u></u>																	•		Jan 1988 - May 1992	1992 - 1996	1996 - 2001	2001 – 2005	May 2005 - Mar 2006	Mar 2006 - Oct 2010 _	Oct 2010 - Jan 2013	Feb 2013 <u>– Jun 2013</u>	Jul 2013 – Sep 2014	Oct 2010 - May 2018	Jun 2018 to date
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																			Future Market Head	Commercial Head	Commercial Director Africa	Div Dir Business Developmens	Dep Div Managing Director	CEO; Siemens Exergy	Head: Strategy & Global Proj	Sabbatical Leave	Chief Executive Officer	Chief Executive Officer	CEO
																				Notice Pedod: 3 Months	ID Numb	SA National Yes	Adverse Press Reports: No	Staff Compliment: 3000	Total Assets R9billion	Total Revenue: Rt15illion	10 years Executive Exp: Yes	Master's Degree: Yes	Ranking of CV: A



Position

Comments

# Name



Condidate CV			9
			White Male
			24,6m SO
			MBA: University of Cape Town: 1999 MBChB: University of Cape Town: 1993
		1993 - 1996	2018 to date 2014 - 2017 2008 - 2014 2006 - 2008 2006 - 2008 2001 - 2008 2000 - 2009 1997 - 1999
		Red Cross Children's Hospital	SANSS  The Abrad Group  Addock Ingram Healthcare  Astrazeneca Pharmacy  St Mary's Hospital  Basikion Hospital
		Registra: Pediatric Medical Office/	Chief executive Officer  Managing Director: Healthcare Chief Executive Officer Group Chief Executive Officer Managing Director Managing Director Group Business Development Medical Advisor/Affairs Director Anaesthefic Residency Accident & Emergency
		Notice Petiad: a recommenses	Master's Degree: Yes  Master's Degree: Yes  10 years Executive Exp. Yes  Lotal Revenue: R56 billion  Total Assets: R30 billion  Staff Compliment; 22 000  Adverse Press Reports: No SA National: Yes.  ID Number



Position



Candidate CV													•			•												-		O_@conb_cuser_exect	Warrior_Talent_SAP	[ <b>§</b>	
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					+				+											•	1995	Investments: UNISA	Finance &	BCom: Carparale	UNISA: 1998	BCom: Accounting	UNISA: 1999	BCompf: Honours	CA (SA): SAICA:				
													•						Dec 1995 - Jan 1998	Jan 1998 - Jan 1999	Feb 1999 - Feb 2000	Feb 2000 - Feb 2003	Mgr 2003 - Jun 2004	Jul 2004 - Dec 2004	Mar 2005 - Nov 2010	Dec 2010 - May 2012	May 2012 - Feb 2018	Mar 2018 - Feb 2019	Mar 2019 to date				
																			Anglo American Corp	JP Margan Securities	Department of Public Works	Invested Bank	Invested <u>Sank</u>	KPMG Limpapa	Limpapo Provincial Treasury	City of Polokwane	TSAICA	SAICA	SAICA				
									•										Faance Trainee	Management Accountant	Deputy Director	Trainee Accountant	Credit Analyst	Municipal Finance Manager	Provincial Accountant General	Municipal Manager	Exec Director Corporate Serv	Acting Chief Executive Officer	Chief Operations Officer				
																1				Notice Period: 3 Motors Trag	ID Numbe	SA National Yes	Adverse Press Reports: No	Staff Compliment: 200	Total Assets 84000million	Total Revenue: Ribilion	10 years Executive Exp: Yes	Master's Degree: No CA (SA)	Ranking of CV: A				



Employment Dates

Сотрату



Candidate CV																					i		11	_Group_Chie{_Executiv	Warrior_Talent_SAPO		
																						Male	African				
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L																							49	1			
																				Of Fort Hare: 1993	BA: Low: University	Liverpool: 2017	LLM: University of				
											2001 ~ 2004	2004 - 2005	2005 2006	2007 – 2007	2007 - Mar 2008		Apr 2008 – Jul 2008	Aug 2008 - 2009	2009 - May 2011		2011~2017	2017 - 2019	2020 to date				
											SARS	SAA	SAA	Sawina Logistics	Aircheß		Passenger Rail Agency	Passenger रक्षां Agency	Passenger Rail Agency	and Tubular Products	KLT South Africa Automotive	SARS	SARS				
										C	Nat HR Mar & Susiness Transf	HR Director	VP Business Optimisation	CBO (Own Business)	GM: Cofporate Services	Transformation	GM: Bushess performance &	COO Metrocail	] CEO Shoshsoloza Meyl .		GM: Businass Development	§ Chief Officer: Enforcement	Head: Organiz Capability & 4IR				
				,										Notice Pedod: 1 Month	ID Number,	SA National Yes	Adverse Press Reports: No	Staff Compliment: 16 000	Total Assets: R78 billion	Total Revenue: R1,4 tillion	10 years Executive Exp: Yes	Masier's Degree: Yes	Ranking of CV: A				



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							Roce
				1			<u> </u>
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African R3,3m S3 MBA: University of Moy 2017 to date   Female	4	27.0	2121	P O e	Qualifications	Employment Dates	Company	L OSIDOU	Colling
Affician R33m S3 Malk University of Mon/ 2017 to date femology.  North Mest: 2004 Sep 2013 - Mony 2017 Dept of Walter and Chef Information Officer of Mony 2017 Dept of Walter and Chef Information Officer of Mony 2017 Dept of Walter and Chef Information Officer of Mony 2017 Dept of Communication Officer of Mony 2017 Dept of Communication Officer of Mony 2017 Dept of Communication Officer of Mony 2017 Dept	# Norme		┕						
Afficien Aff		1				1111 0017 to date	AABA	Chief Officer: Digital Inf Syst &	Ranking of CV: A
Sep 2013 – Mary 2017 Deept of Wigher and Catel Interroction Officer 2003 – Sep 2013 – Solitation Office of the Premier Prox ClO & Act Deep Dit General Feb 2002 – 2004 – Deept of Communication Chief Information Officer Deep 1994 – Deep 1994 – Deept of France Ober 1994 – Deept of France Deept of Prox Clo & Act Deep Dit General Prox Clo & Prox Clo & Act Deep Dit General Prox Clo & Prox Clo & Act Deep Dit General Council Chief Information Officer Ober 1994 – Deept 1994 – Deept of France Deept Officer Ober 1992 – Nov 1996 – North West Prox & Your Direction Networks North West Prox Consumer Council Computer Specialist Computer Specialist    Prox Clo & Act Deep Dit General Council Chief Information Officer Ober 1994 – North Prox Prox Consumer Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Computer Specialist   Prox Clo & Act Deep Dit General Council Counci	12	Affican	Z32m	ű	Note of the series of the seri	January 100 chieses	27 174	Technology	Masier's Degree: Yes
2004 - 2005  2004 - 2005  Act 2005  Act 2005  Act 2005  Act 2006 - 2004  Dept 1979 - 2004  Dept 1970 - 2004  Acting Tronce of Dept 1970 - 2004  Acting Tronce of Dept 1970 - 2004  Dept 1970 - 2004  Dept 1970 - 2004  Acting Tronce of Dept 1970  Acting Tronce of Dept 1970 - 2004  Acting Tronce of Tronc		remuia	†		140110 21 0210 2200	Sep 2013 - May 2017	Dept of Water and	Chief Infamnation Officer	10 years Executive Exp: Yes
2001—2005  Reb 2002—2004  Dept of Communication, Chief Information Officer  Dept of Communication, Chief Information Officer  Dept of Transport  Oct 1993—Lang 2002  Dept of Transport  Acting Provincial Director  Acting Provinc						2006 - Sep 2013	Sanitation		Total Revenue: K41 Inwion
Feb 2002 – 2004 Dept of Communication Chief Information Officer Dept 1979 – Lang 2002 Dept of Finance Chief Information Officer Oct 1979 – Page 1979 Dept of Finance Depth Officer Acting Provincial Director Seg 1979 – Sep 1978 Depth of Finance Depth Officer Oct 1972 – Nov 1976 Nath West Parks & Tourism Tico-Ordinator Lecturer Nat Consumer Council Computer Specialist  WW Consumer Council Computer Specialist		†				2004 - 2005	he fremi	Prov CIO & Act Dep Dir General	Total Assets: 8100 billion
Deci 1999 - Jan 2002 Debt of Finance Acting Provincial Director Sep 1994 - Sep 1998 Debt of Finance Depth Officer Provincial Director North West Parts & Tourism To-Ordinator / Jeducry Sep 1992 - Nov 1998 NW Consumer Council Computer Specialist  NW Consumer Council Computer Specialist			†			Feb 2002 - 2004	Dept of Communication	Chief Information Officer	Staff Compliment: 15000
Oct 1998 - Dec 1999 Dept of Finance Deput Director Networks Sep 1996 - Sep 1998 North West Parks & Tourism T Co-Ordinator / Lectuer NW Consumer Council Computer Specialist  WE Consumer Council Computer Specialist		†	†			Dec 1999 - Jan 2002	Dept of Transport	Chief Information Officer	Adverse Press Reports: No
Seg 1996 - Seg 1998   Debt of Finance   Deput/ Diffection Networks		†				Oct 1998 - Dec 1999	Dept of Finance	Acting Provincial Director	SA Nettonal: Yes
Dec 1992 – Nov 1996   North West Parks & Tourism   Ti Co-Ordinator / Lecturer   NW Consumer Council   Computer Specialist	-	+				Sea 1996 - Sep 1998	Dept of Finance	Deputy Director Networks	
NW Consumer Council		1				Dec 1992 - Nov 1996		If Co-Ordinator / Lecturer	Natice Period: "I worms
			+					Computer Specialist	
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L								
	AMAZON	223	à	Exacutive MBA:	Apr 2009 to date	Ransnet Freight Rail	General Manager Rail Network	Ranking of CV: A
Į.	Allicult	1000	7	Stam Business	Aug 2007 - Mar 2009	Absa	General Manager Operations	Master's Degree; Yes
	WOID	+	T	2451-2018	Sen 2008 – Jul 2007	Unilever	Operations Excellence Director	10 years Executive Exp: Yes
		$\dagger$	T	acrical: 2010	Ion 2004 - Sep 2006	Unllever	Factories Engineering Manager	Total Revenue: R76 billion
   	+	$\dagger$	Ī	University of Natal:	Oct 2001 - Dec 2003	Fasker Group Limited	Maintenance/Projects Engineer	Total Assets: R355 billion
		$\dagger$		1007	1000 and a 2001	Hulletis Superir Pfw (Ltd.)	Plant Engineer	Shaft Compliment: 15000
		+		1777	2 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Adverse Press Reports No.
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																								1987	Commerce: UNISA:	Bacheloit	Pretoria: 1997	University of	BCom; Honouts:	MBL: UNISA: 2015
						•	_											1990 - Sep 2001	Oct 2001 - Mar 2006	Apr 2006 – Oct 2006		Nov 2006 - Jan 2012	Feb 2012 - Aug 2014	Sep 2014 - Sep 2016		- Sep 2016 – Sep 2017	Sep 2017 - May 2018	Jun 2018 - Feb 2019		Feb 2019 to date
																		Telkom SA, South Africa	Cell C Service Provider	Super Group, South Africa		Business Connexion	Business Connexion	Business Connexion		Business Connexion	Business Connexion	Business Connexion		Business Compexion
																		Act Exec/SiM: Supply Chain	Sales Director / Operations Oir	Divisional Supply Chain Director	Audit Executive	Grp Exec: Commercial & Chief (	GM; Global Service Integration	GM: Technical Shared Services	Experience & Sales Operations	Managing Executive: Customer	Head/Managing Executive	Chief Revenue Officer	and Coastal	Managing Exect International
																					Nonce Period: 1 Monm		SA National: Yes	Adverse Press Reports: No	Staff Compliment: 4800	Total Assets: 820billion	Tofal Revenue: R18billion	10 years Executive Exp: Yes	Master's Degree: Yes	Ranking of CV: A



# Name



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											 																				Female	African
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										•									1991 – 1994	1994-1996		1996 – 2001		2001 - 2004	2004 - 2007	2007 - 2008	2008 - 2012	2012 – Jun 2015	•	Jul 2015 - May 2018	May 2018 - Mar 2019	Mar 2019 to date
												†							BHP 8illiton	BESA (Pty) Ltd		Apron Services		Iranshe) Carparate Office	{ Transnet Port Terminals	Transnet Fr <u>eight</u> Rail	Transnet Freight Sail	Transnet Preight Rail	East and Southern Africa)	Port Marnt Association of	Transnet Nat Ports Authority	Transnet Nat Parts Authority
		,														•			General Mining (Genmin)	Training Consultant	Developmení Manager	Shiff Controller & Training &	Transformation	Organisational Performance &	Business Unit Executive	Area Praduction Manager	Deputy General Manager	GM: Nelspruit Head Office	Executive secretary	General Secretary /CEO &	Chief Operating Officer	Acting Chief Executive
							1																Notice Period, 1 Promite		SA Notionat Yes	Adverse Press Reports, No	Staff Compliment: 4500	Total Assets: 896 billion	Total Revenue: 85.7 billion	10 years Executive Exp: Yes	Master's Degree: Yes	Ranking of CV; A





Warrior_Talent_SAPO _Group_Chief_Executiv	Candidate CV				16
					African Male
					R4.8m
					77
			Wits University: 1992	Administration: University of Stellenbosch: 2001 85c: Town & Rectional Planning:	MBA: Unitversity of Stellenbosch: 2003 BA: Honours: Business Management &
				2003 - 2007 1998 - 2003 1996 - 1998 1992 - 1996	Apr 2019 to dale Oct 2014 - Mar 2019 Feb 2013 - Sep 2014 2011 - 2013 2007 - 2010
				Metropolitan Property Serv City of Cape Town KSD Municiparity \$30 Municiparity	Public Investment Corp Public Investment Corp Public Investment Corp ERIS Property Group Mongentum Investments Metropolitan Property Serv
				Portfolio Manager Properties Area Manager Head: Planning, Housing & Dev Town Planning	Acting Chief Executive Officer Executive Headt Properties Executive Director Properties Chief Executive Officer Managing Director Properties
				Staff Compliment: 407 Adverse Press Reports: No S.A. National: Year	Ranking of CY: A  Master's Degree: Yes  10 years Executive Exp: Yes  Total Revenue: R1.3 billion  Total Assets: R2.3 billion





Warrior_Talent_SAPO _Group_Chiet_Executiv	Candidate CV		17
			Mole
	++++*+		a la
			49 MBA: GBS: 201 BA: LGW: UNISA: 1992
		2003 - 2003 2002 - 2002 2001 - 2002 1998 - 2001 1994 - 1998 1991 - 1993	Nov 2019 10 Junem Oct 2018 - Oct 2019 Aug 2076 - Sep 2018 Mar 2016 - Jul 2016 Jul 2011 - Feb 2016 Jul 2011 - Feb 2011 2008 - 2009 2004 - 2005 2004 - 2004
		BP Southern Africa BP Southern Africa Total SA Fedics Food Services Spur Steak Ranches Encyclopaedta Britannica	A8SA Affica Group  A8SA Affica Group  Engen Petroleum Limited Engen Petroleum Limited  MIN SA  Yum Restaurants Internat City Square Trading Pty Ltd  Ster – Kinekor Entertainment 88 Southern Affica
		Sales Manager Convenience Convenience Business Max Collegory Manager: Food District Manager Area Manager Educational Sales Consultant	Chief Contine Cal Origes, Javas, Director: Wholesale, Retail & Franchise Sector Franchise Sector Director: Franchise Affica Head: East of Africa Head of Retail Franchising Manager Franchising Manager Retail Operations Manager Relationship Manager
			Rainking of CV: A Master's Degree; Yes 10 years Executive Exp. Yes 10 years Executive Exp. Yes Total Revenue: R180 billion Total Assets. R1.4 Inilion Staff Compliment: 42 000 Adverse Press Reports: No SA National Yes ID Number Notice Pedod: TiMonitis





Warrior_Talent_SAPO	Candidate CV			
				Male
				R4.8m 49
		;	1996	
			Sep 2004 – May 2006 Aug 2001 – Aug 2004 Aug 1999 – Jul 2008 Jan 1998 – Jul 1999 Jan 1998 – Dec 1997 Jan 1989 – Dec 1997	Feb 2020 – Mar 2020 May 2019 – Jan 2020 May 2018 – Apr 2019 Sep 2016 – May 2018 Feb 2013 – Aug 2016 Oct 2008 – Jan 2013
			Conting cage Continetice Transnet freight Rail Estom – Transmission Self Employed: Consultancy Prunel Trading CCT Studying Desai Jadwal Incorporated	Transnet SOC Limited Transnet SOC Limited Transnet SOC Limited Transnet Group Capital Transnet SOC Limited Transnet Freight Rail (TFR)
			Secretal way waringing pir Exec Mar Financial Reporting Divisional Finance Manager Financial & Martin Consultant Group Finance Manager Studying Group Finance Manager	Interim Group CFO Interim Group Chief Executive Interim Group CFO General Manager: Finance GM: Group Capital Integration & Assurance Exec Mgr. Business Support & Special Projects
				Ranking of CV: A Master's Degree: No (CA) SA 1D years Executive Exp: Yes Total Revenue: £73 billion Total Assets: £300 billion Staff Compliment: 55 000 Adverse Press Reports: No SA National: Years and Sa



Employment Dates

Company

# Name



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																							University: 1995	BCom: Vista	2018	Leadership; UKZN;	Commerce	Masters:
																			Feb 1996 - Dec 2002	Jan 2003 – Jul 2003	Aug 2003 - Oct 2006	Nov 2006 - Mgy 2009	Jun 2009 – Aug 2011	\$ep 2011 - Aug 2014	Jul 2013 - Aug 2014	Seg 2014 - Aug 2017	Sep 2017 – 2019	2019 to date
																			Accenture	PricewaterhouseCoopers	Microsoft	Black Management Forum	Consumer Goods Council	Massmart	Massmart	Massmart	Massmart (Massbuild)	Edcon
																			Management Consultant	Senior IT Manager	Sales Executive	Managing Director	Chief Executive Officer	Supplier Development Exec	Africa Retail Dev Exacutive	Bullders Superstores Director	Builders Commercial Director	Chief Obelotions Crinder
																					SA Notional: Kes Artimo	Adverse Press Reports: No	Staff Compliment: 35 000	Total Assets: R32bilkan	Total Revenue: R90billion	10 years Executive Exp: Yas	Master's Degree: Yes	Kanking of CV: A



Position



Warrior_Talent_SAPO _Group_Chief_Executiv	Candidale CV			220
				African female
			!	R3.1m 55
				Mat: Unisa; 2000 Bachelon Commerce: University of North West: 1988
			Sep 1996 – Mar 1999 Aug 1993 – Aug 1996 Feb 1992 – Jul 1993 Feb 1988 – Jan 1992	Nov 2018 to date Apr 2018 - Nov 2018 Sep 2007 - Mar 2018 Sep 2007 - Mar 2018 Mary 2005 - Aug 2007 Jun 2005 - Apr 2006 Fab 2004 - Mary 2006 Mar 2000 - Jan 2004 Apr 1999 - Feb 2000
			Telkom SA Telkom SA North West Technikon PricaWaterHouseCoopers	Transnet Property Iransnet Regat Rail Transnet Nat Ports Authority SA Rail Commuter Corp Metrorail Metrorail Metrorail
			Finance Manager Audit Manager Assistant Financial Accountable Articles of Clerkship	Acting Chief Executive GM: Operations Control Centre Exec Manager: Commercial Corporate Support Group Exec Chief Executive Officer Acting Chief Executive Officer Chief Financial Officer Senior Financial Manager
				Ranking of CV: A Master's Degree: Yes 10 years Executive Exp; Yes Tokal Revenue: R3.5 billion Total Assets: R33 billion Staff Compilment: 200 Adverse Press Reports: Na



Position



Warfor_Telent_SAPO _Group_Chief_Executiv	Candidate CV			27
				Africas Male
				R4m
			University of Fort Hare: 1990	53 Executive MBA:  Stellenbasch Graduale Business School: 1999 Bachelon Commerce:
		1971 – 1996	2006 - 2008 2002 - 2006 2000 - 2002 1998 - 2000 1994 - 1998	2018 to date 2015 - 2037 2014 - 2015 2011 - 2014 2009 - 2011 2008 - 2009
		Ekom	MIN South Africa MIN South Africa Eskam Eskam	Labat Affica Investment Matseng Investment MIN SA (Seconded) MIN Guinea Conakry MIN francell MIN Irancell
		Electricity Pricing Senior Advisor	GM: Carrier Services SM: Business Planning Telecoms Reg Operations Mgr Regional Sales & Marketing Mgr Key Account Manager	Business Dey Dir and Acting MD Managing Director Principal Consultant Chief Executive Officer Sales and Distribution Executive GM: Consumer & Carp Sales
			Adverse Press Reports No SA National Management No.	Ranking of CV: A  Master's Degree: Yes  10 years Executive Exp: Yes  Total Revenue: R3 billion  Total Assets: R130 million  Staff Compilment: 350





	_econb_cuer_executo	Warrior_Lalent_SAPO		E III	þ	Candidate CV		ĺ																					22
		7	Ī																								.4	Male	African
																												-	₹2,8m  :
L												L	L.		_			N		~		Р	1						55
																		2006	Cranefield College	Management:	Dí <b>plo</b> ma: Project	Postgraduate	Town: 1989	University of Cape	Engineering:	Slectronic	BSc: Electrical &	Pretorio: 2004	MBA: University of
																				Oct 1989 – Jun 1992	Jul 1992 – Sep 1994	Oct 1994 - Feb 1999	Feb 1999 – Jan 2001	Feb 2001 - Mar 2007	Apr 2007 – Mar 2010	Apr 2010 - Mar 2013	Apr 2013 - Mar 2017	Apr 2017 - O <u>ct 2</u> 017	Nov 2017 to date
																				Es <u>ko</u> m .	BP Southern Africa	BMW South Africa	Telkom SA Limited	Transfel	Bihafi Solutians (Ptyl Ltd	Technology Integrated Sol	Transtet Freight Rall	Tedaka Network Solutions	Broadband Infraco SOC Ltd
																	•			Assistant Engineer	Engineer	Technical Consultant	Senior Project Manager	Divisional Manager Projects	Chief Technical Officer	Managing Dhector	Exec Mgr. Telecommunications	Managing Director	Chief Executive Officer
																				TOTAL PERIODS O MICHING		SA Nationals VI	Adverse Press Reports: No	Staff Compliment: 650	Total Assets: R3.5billion	Tatal Revenue: R507million	10 years Executive Exp: Yes	Master's Degree: Yes	Ranking of CV: A





Warrior_Talent_SAPO_ _Group_Chiel_Executiv	Candidate CV	
90		African Male
		33
		6
		CAS (3A): SAICA: 2002  Honours: Accountings: University of Natal: 2000  Bachelor Cammerce: Wits University: 2001
		2007 - 2011 2007 - 2011 2006 - 2006 2008 - 2008 2002 - 2003 1999 - 2001
ļ.		Standard Bank Group Emst & Young Emst & Young Emst & Young (Seconded) Emst & Young Emst & Young Emst & Young
		Audit Parlicles Audit Parlicles Sexior Manager: Post Articles Manager: Audit Manager: Audit Articles & Clerk
		Ranking of CV: A Master's Degree: No (CA) SA To years Executive Exp: Yes Total Revenue: R9550illon Total Assets: R1.5trillon Staff Compliment: 48000 Adverse Press Reports: No SA Maticanal Assets: No





Warrior_Talent_SAPO	Candidate CV			24
SAPO				African Male
				R2,5m
			the North:1997	S2 MBL: Graduate School of Business Leadership; 2014 LB: University of the North; 1999 Blurts: University of
			2003 - 2006	2012 to date 2009 - 2012 2008 - 2009 2007 - 2008 2007 - 2006
			Great North Transport  Mashego Attorneys	Contango Oil & Gas Camp Ilthala Dev Finance Corp Ilthala Dev Finance Corp Ilthala Dev Finance Corp Umngeni Water
			Mgr: Legal Serv & Company Secretary Candidate Attorney	Chlef Executive Officer Grop Executive Strategy Group Executive Strategy Group Company Secretary Mgr. Legal Serv & Company Secretary Secretary
				Ranking at CV: A  Master's Degree: Yes  10 years Executive Exp: Yes  Total Revenue: £2billion  Yotal Assets: £100n%on  Staff Compliment: 1200



Position



Warrior_Talent_SAPO _Group_Chief_Executiv	Candidate CV			25.
				African Male
				R3m 4
		2005	Postgraduate  Diploma: Public  Management: Regenesys School Of Public	48 • Masters: Town & Regional Planning University of Stellenbosch: 2010  BCom: Logistics: UNIX 4: 2015
			100 TOOL	2018 to date 2018-to date 2014 to date Sep 2011 - May 2013 Apr 2007 - Sep 2011 Oct 2001 - Mar 2007 Icm 1997 - Oct 2001
			Copalition of Exposition	ATNS MICT SETA  ECDC Mbizana Local Municipality Ingaliza Hill Municipality Unaimyubu Municipality Unaimyubu Municipality
				Chairperson of the Board Board Chairperson Board Member Municipal Manager Municipal
			SA Notice regor, mineralency	<del>                                     </del>



# Name

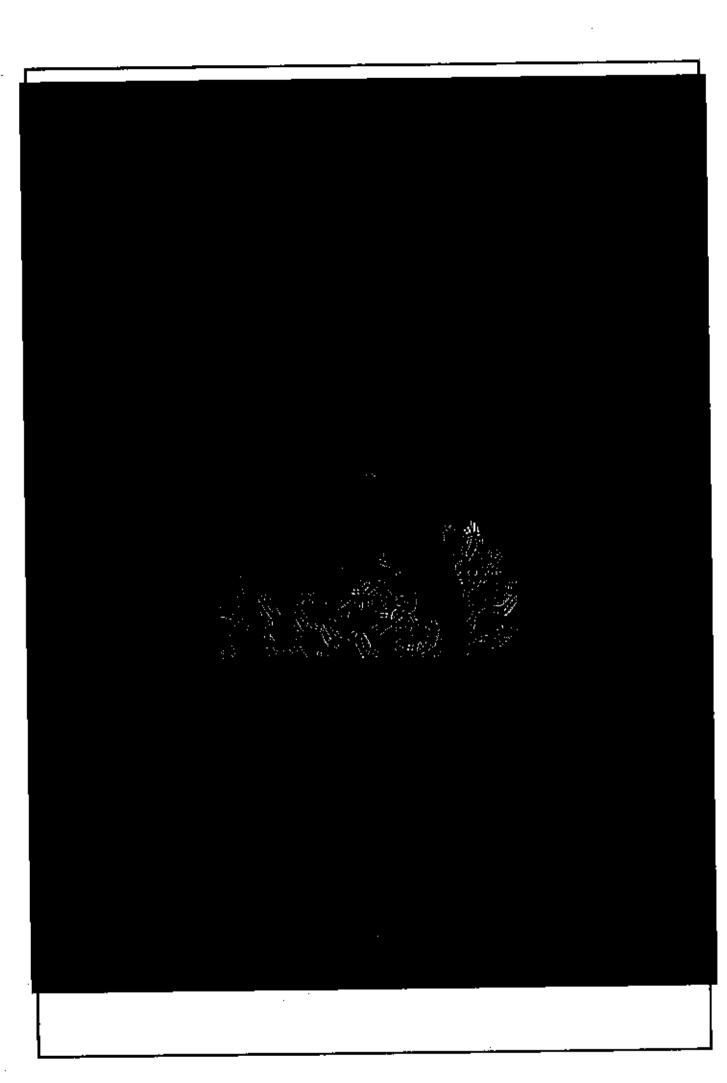


₩≣  WBITIOY_Talent_SAPO _Group_Chiel_Executiv	Candidate CV	26
9.0		African Male
		원m 51
	B.Juris University of Fort Hare:1992	1 MPhil: Nelson Mandela University .2005 LLB: University of Fort Hare: 1998
	<del></del>	Sep 2018 to date Jun 2006 – Aug 2018 May 2001 – Apr 2006 Jan 1998 – Mar 2001 Jun 1997 – Dec 1997
	Standard Bank	Matthew Moodley Attorney Thanlaswa Dev Services Sulfalo City Municipality Eastern Cape Legislahure Fastern Cape Legislahure
	Committee Clerk Trust Officer	Candidate Attorney  Managing Director  City Manager  Head: National Council of Province Legal Advisor Legislation
	Staff Compliment, No Compliment, Adverse Press Reports No SA National Marketter Services No ID National Marketter Periods Complete Period Complete Periods Complete Period Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Periods Complete Period Comp	Ranking of CV: A  Masjer's Degree: No 10 years Executive Exp: Yes Takel Revenue: R/Dillion Takel Assalt: D/Dibillion





Warrior_Talent_SAPO _Group_Chief_Executio	Candidate CV	, ,		i	27
					African Female
					R2m
					54
		 1995	University: 1996  BA: Psychology & Sociology: Port Elizabeth University	University: 1999 BA: Honours: Industrial Relations Post Elizabeth	MBA: Rhades University: 2003 MA: Labour Relations & HR:
	i	2 1989 – 1840	1997 – 1999 1995 – 1996 1993 – 1994 1993 – 1993	Oct 2005 - Mar 2007 Apr 2004 - Aug 2005 Sep 2000 - Mar 2004 Jun 1999 - Aug 2000	Dec 2017 to date Sep 2012 - Dec 2015 Apr 2007 - Aug 2012
		South Affician brawenes	CCMA Eastern Cape Full Time Student Cadbury's Naster Kitchens CC	Wygiatemational Wygiatemational Inkezo Land Company Eastern Cape Tourism Board CCMA Mpumalanga	Nelson Mazidela Bary Business Chamber SA Forestry Company Ultenhage Dispatch Dev
		Marketing Assistant / PK	Senior CMO (Managerial) Full (Ime Student Customer Services Consultant Managing Director	Associate Consultant Chief Executive Officer Chief Executive Officer Registrat (Managerfal)	Chief Executive Officer Group Chief Executive Officer Chief Executive Officer
			Notice Period: Twomin	Staff Compliment: 5000 Adverse Press Reports: No	Ranking of CV: A Masfer's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R1billion Total Assets: R5billion



### BOARD AND AUDIT COMMITTEE MEMBERSHIP

Organisation	Role		
Free State Gambling & Tourism Board	Board member		
African Women's Movement	Chairman of the board		
Free State Tourism	Audit committee member		
Flamingo Body Corporate (Pretoria)	Trustee		

## LEADERSHIP QUALITIES

#### **Board Membership**

University of Witwatersrand

Tutor: Finan

Financial Accounting to first and second year students

Volunteer tutor to Honours students (Wits)

House Committee:

Sunnyside Residence (Treasurer)

Volunteer:

Counselling and Career Development Unit

Society:

Golden Key International Honour Society

#### University of South Africa

Senior Lecturer:

Taxation

Committee:

**Transformation** 

Tutor:

Voluntary weekend tutor to Taxation Students (Unisa)

Committee member:

Talent Acquisition and Management

#### African Women's Movement

Founder and Chief Executive Officer of organisation with over 1 000 women specialists

#### Other

Delivering of talks to targeted audiences:

On issues affecting women professionals - via the AWM

On issues affecting students - via SAICA, AWCA, ABASA

#### **Professional Publications**

Accounting South Africa (ASA); Tax Talk

I am a young black female qualified chartered accountant whose financial experience commenced in 2009 with training for articles at Ernst & Young. I have collective six years' experience post articles as an Audit Manager and as a Senior Lecturer in Taxation at the University of South Africa (UNISA). I am also a member of the Golden Key International Honour Society.

I am the Founder and President of the fastest growing non-profit company for African women professionals, the African Women's Movement (AWM). AWM currently has over 1 000 specialists; including 82 CAs, 32 doctors, 25 engineers, 30 lawyers, 40 entrepreneurs and 2 actuaries and growing by the day. Our mission is to see women participating both at operational and strategic levels in key sectors of the economy and participating in key decision-making platforms. The organisation works with entities such as Sun International, Exclusive Books, Allan Gray, Investec to fulfil it.1

In 2013, I founded an audit firm Consultants, a firm of Chartered Accountants and Business Consultants of which I am the Chief Executive Officer.

I am an audit and risk committee member for the Free State Tourism Board and a board<sup>2</sup> member of the Free State Gambling and Tourism Board where I gained exposure in the public sector and acquired experience in public entity management and governance. I have knowledge and understanding of legislation and policies that govern public finance acquired through the work Thendo Consultants does for the government.

I possess a Bachelor of Accounting degree from the University of Witwatersrand (Wits) and passed both the first Qualifying Examination (QE1) and the Professional Practice Examination (PPE) on first attempt.

I am currently in my second year of an MCom degree in Taxation at the University of Pretoria and I was ranked 7<sup>th</sup> place in the class of 2015 for the course work. My research topic is titled "Influence on black African chartered accountants' decision in pursuing a career in academia' and I am collaborating with the South African Institute of Chartered Accountants (SAICA) for the research.

<sup>&</sup>lt;sup>1</sup> www.awmoyement.org

#### PERSONAL INFORMATION

First Name:

Surname:

Date of Birth:

ID NO:

Residential Address:

Postal Address:

Contact No:

E-mail Address:

Languages:

06 March 1984



English (written and spoken), zulu and Sotho (spoken only)

#### **EDUCATION**

Professional Membership:

South African Institute of Chartered Accountants

Designation:

Chartered Accountant

Professional Membership:

African Women Chartered Accountants (AWCA)

Association for the Advancement of Accountants in

Southern Africa (ABASA)

Institution:

Degree:

Bachelor of Accounting

Institution:

Qualification:

**Wattile** 

Institution:

University of Pretoria - Current studies

Degree:

Masters in Taxation

#### CAREER HISTORY

#### ERNST & YOUNG 2009- 2012

Role: Articles and Audit Manager

#### Responsibilities

- · Managed relations between clients and the firm
- · Drew up budgets for engagements
- Managed costs on a continuous basis to ensure these are within budgeted parameters
- · Compiled team composition to ensure teams comprise of suitable staff mix
- · Allocated work to team members
- Managed engagement deadlines
- Managed team and client deliverables
- · Reviewed team's work

#### UNIVERSITY OF SOUTH AFRICA 2012 - 2017

Role: Senior Lecturer - Taxation

#### Responsibilities

- Marking of tests and examinations
- · Compilation of tests and examinations
- Compilation of Tutorial Letters
- Answering student queries
- Conducting research



School – City University London, coupled with a BCom degree (Accounting) and Higher Diploma in Accounting (HDipAcc or CTA equivalent) from University of Natal Pletermanizating and Wits University respectively.

She started her career in Financial Services. Her career spanned across various areas including Private Equity, Mergers and Acquisitions, Investment (Equity) Research, Risk Management, and Investor Relations. She has held positions at PriceWaterhouseCoopers, Rand Merchant Bank, UBS Warburg, Macquarie First South and Invested Bank.

analysis, investment valuations, investment research, and working knowledge of PFMA, Treasury Regulations, Companies Act and King 3. Her diverse financial services and communications and media career has awarded her the opportunity to gain exposure in the workings of various industries and companies. She is passionate about communications, economic development and finance, with experiences and expertise transferable to varying sectors, industries and roles.

financing, development and implementing agent for integrated, sustainable human settlement developments within the five development corridors of the Gauteng City Region

She served on National Homebuilder Registration Council (NHBRC) council (Board) from 2012 - 2015. She was Chairperson of the NHBRC's Fund Investment Advisory and Finance committee (FAFC). The FAFC has overall responsibility of ensuring that the warranty assets of the NHBRC are invested appropriately and also ensuring that council adopts Solvency Assessment and Management (SAM) governance structures.

She is also an Employer Appointed Trustee of the Anglican Church Pension and Retirements Funds Board.

erved as an external expert on the University of KwaZulu-Natal's Investments and Liabilities Committee (ILCO). ILCO's activities include authority and responsibility to monitor the investment affairs of the University and responsibility for evaluating, monitoring and approving practises relating to risk due to imbalances in the capital structure

## THENDO CONSULTANTS 2013 - present

#### Role: Director and Chief Executive Officer

- To direct and control the work and resources of the Company
- To ensure the recruitment and retention of the required numbers and types of wellmotivated, trained and developed staff
- To prepare a corporate plan and monitor progress against these plans
- To provide strategic advice and guidance to the company
- To ensure that the company is aware of developments within the industry
- To ensure that the appropriate policies are developed to meet the Company's mission and objectives and to comply with all relevant statutory and other regulations.
- To establish and maintain effective formal and informal links with major customers, relevant government departments and agencies, local authorities, key decision-makers and other stakeholders generally, to exchange information and views and to ensure that the Company is providing the appropriate range and quality of services.
- Prepare, gain acceptance, and monitor the implementation of the annual budget to
  ensure that budget targets are met, that revenue flows are maximised and that fixed
  costs are minimised.
- Oversee the preparation of the Annual Report and Accounts of the Company and ensure their approval by the Board.
- Develop and direct the implementation of policies and procedures to ensure that the Company complies with all health and safety and other statutory regulations.

#### REFERENCES

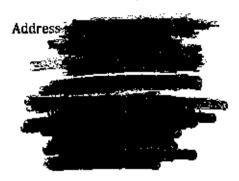


Former Ernst & Young Senior Manager
Former Deputy Chair of Department UNISA
Thendo Consultants





Contact details and personal information



And



And



Pax DOB 1 December 1962
ID

#### Educational qualifications

Matriculated 1980 Bachelor of Arts (UCT) 1992 Master of Philosophy (UCT) 1998 Doctor of Philosophy (UCT) 2010

#### Skills, experience and capacity

A leadership, activist, political, academic, executive management, company director and

#### PROFESSIONAL DEVELOPMENT

(INSEAD) (INSEAD)

and Associates

Gordon Institute of Business Science

Unilever South Africa

Advanced Valuation Techniques

Corporate Finance - Value Based Management

The Expert Negotiator Programme

Designing and Executing your Black Economic Empowerment Stretegy

Uniterer Introduction to Business Management Course (IBMC)

#### ADDITIONAL INFORMATION

Interests:

Reading, Speech and drama, traveling, music, hockey, tennis, swimming

Languages:

Xhosa, Zulu, English (fluent)

Technical Skills:

Microsoft Office Suite, INET, Reuters, Bloomberg, Major

databases

Spansorship

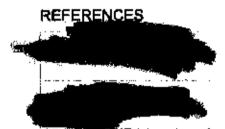
Sponsored by Ethos Private Equity 2008 (MBA)

Membership

Institute of Directors South Africa

Nationality:

South African





#### South Africa

- Conducting research and analysing the South African consumer industry, domestic and global economic trends and select JSE listed consumer sector companies
- Presenting equity research on JSE listed consumer goods companies to local and foreign institutional investors. Honoured as 'Top Household Goods Analyst' by a number companies Including Fidelity (London), Rend Merchant Bank and Coronation Fund Managers
- Analysing the economic environment & industry characteristics to identify companies positioned to perform well
- Maintelning constant interaction with senior management teams, industry experts in order to support and sell investment ideas
- Developing and maintaining valuation models and writing company specific research, continually reassessing and adjusting valuations and investment recommendations;
- Preparing upgrades and downgrades on company ratings and presenting the results on the internal morning sales call, followed by marketing these reports to both internal and external clients

#### **UBS Warburg** South Africa

Corporate Finance Analyst

2005

- Preparing market updates for clients in retail and telecommunication sectors, including presentation of findings & analysis via morning notes
- Member of project teams that pitched M&A proposals for international and local companies in various sectors. Specific roles included valuations, preparing pitch presentations and financial modeffina

RAND MERCHANT BANK

Graduate Traines- Private Equity &

2004

South Africa

Corporate Finance

- Researching, analysing and valuing companies as part of preparing investment and credit
- Participating in various projects including refinancing of shareholders loans, structuring and financing Black Economic Empowerment transactions
- Member of the Number 1 Rated M&A team in South Africa.

#### PRICEWATERHOUSECOOPER Trainee Accountant South Africa

2003

Auditing Industrial and mining companies, including African Rainbow Minerals, Rand Gold, Ingwe Collieries, a subsidiary of BHP Billiton and Toyota South Africa

#### **EDUCATION**

Cass Business School, UK	Master in Business Administration	2008-2009
University of Witwatersrand, SA	Postgraduate Diploma in Accountancy	2002
University of Natal, SA	Bachelor of Commerce (Accounting)	1999-2001

Founder 2012-

- Supplying, erecting and maintaining billboard advertising in the Buffelo City Municipality
- Marketing Billboards platform to Media agencies, corporates and government
- Managing and Implementing Hluma Outdoor Strategy

investor Relations

2010-2012

#### South Africa

- Serve as contact for the company, providing existing and potential investors, financial media and others with an accurate portrayal of the organization's performance and prospects
- Team reports to the Group CEO and is actively involved in group strategy, group risk, industry
  analysis and coordinating and managing corporate reporting.
- Assisting in defining investor's positioning on the Johannesburg and London Stock Exchanges by targeting investors to better align with group strategy, in order to improve our shareholder base and garner a fair valuation for the company
- Assisting Capital Markets team with the Bank's fund raising efforts
- Advise executive management and the company's Board of Directors on market behaviour toward the organization, its peers and the industry, as well as major issues impacting valuation
- Build strong relationships within the organization and across departments to ensure that messaging for executives who speak with financial analysis are relevant and accurate
- External financial services market scanning & analysis
- Playing a role in the evaluation, development and execution of corporate strategic plans and prudent financial initiatives designed to maximize the company's valuation
- Analysis of divisional and group results.
- Coordinating & managing delivery against corporate reporting requirements
- Preparing group interim and annual reports for market release

INVESTEC BANK

Fixed Income, Commodities & Currency

2009-2010

South Africa

Derivatives Structuring

- Structuring and pricing a range of Interest rate, Credit and foreign exchange derivative product in various sectors including property, aviation, infrastructure and commodities
- Conducting sircraft purchasing vs. leasing investment analysis for a major South African Airline, working closely with group CFO
- Commodities hedging for a platinum mining group working with company management and international commodities counterparties
- Interest rate hedging for property management companies
- Currency structuring for infrastructure project
- Business Development through marketing derivatives products to CEOs, CFOs and Treasury executives of Corporates, Parastatals and Institutional clients

PROCTER & GAMBLE

Consultant: MBA Business Research

2009

#### London

- Supply chain analysis of Fast Moving Consumer Goods (FMCG) industry in Southern Africa region (SADC)
- Study encompassed an analysis of current players; opportunities and risks; state of finance; market entry alternatives within SADC
- Investigating possible alternatives of building sustainable supply chains in the region
- Analysis of regional infrastructure and future development

#### PROFESSIONAL EXPERIENCE

GAUTENG PARTNERSHIP FUND Trustee/Board Member

2018-

South Africa

 To support the GPF process of strategic positioning and role alignment to the mandate given to the organisation by the Executive Authority

ANGLICAN CHURCH SOUTH AFRICAN RETIREMENT FUNDS

Trustee/Board Member

2017-

South Africa

- Management of retirement funds and compliance with the requirements that apply to these funds:
- Ensure that all decisions and actions are taken according to the retirement fund laws and rules
  of the fund

UNIVERSITY OF KWAZULU-

External Expert

2015-2017

NATAL

South Africa

#### Assets

- The ILCO has authority and responsibility to monitor the investment affairs of the University.
- Establish the University's Investment Policy and Strategy for approval by the Council.
- Set investment mandate for each asset manager

#### Liabilities

- Setting horrowing limits
- Investigating ways of obtaining cheaper debt or of minimizing the debt cost.
- Investigate ways of financing University debt using University assets.
- Investigating ways of refinancing or consolidating debt

NATIONAL HOMEBUILDERS REGISTRATION COUNCIL (NHBRC) South Africa **Board Member** 

2012-2016

Chairman of Fund and Finance

- As a committee we have overall responsibility of ensuring that the assets of the NHBRC are invested appropriately
- Development maniforing of implementation and review of investment policy
- Recommendations for the appointment of suitable investment consultants, investment managers and investment administrators
- Ensuring conformance with regulatory standards
- Monitoring conformance of the NHBRC's implemented strategy with the investment policy
- Review of performance of investment managers
- Member of Builder Registrations and Home Enrolment Committee

#### Past directorships

Proudly South African Tourism South Africa International Marketing Council Union Alliance Holdings & subsidiaries Izingwe Holdings and subsidiaries Aberdare Cables South African Rural Poverty Network Community Chest Cape Town Laetoli Advisory Services Mpumalanga Economic Growth Agency (MEGA) Nehawu Investment Company (NIC) Wesgro (The Western Cape Trade and Investment promotion agency) Mzabalazo Advisory Services MSP Property Development Tshedza Trust Urafields Centreville Inc. PAPAC ANB

#### Current activities

Employed as the Chief Operating Officer of NIH.

Currently serving as a director of a number of companies, a political advisor to various political leaders and establishing various companies and projects.

Interests in mining, agricultural, energy, property development and housing development sectors.

Extensive academic, government, business and civil society networks, partnerships and associates throughout the African continent, Europe, China, India, the USA, Australia and in Russia.

Member of cooperatives in the agricultural, cultural industries, publishing and financial services.

Director, Deputy Chair of the Board and Chair of the Audit Committee for Freedom Property Fund, a listed property company.

Director, Deputy Chair of the Board and Chair of the South African Weather Services.

Chair of the board of TheRez Housing Company.

Postdoctoral Research Fellow at UCT, Department of Religious Studies. Coordinating research on religion in post-colonial societies, social cohesion and 20 years of democracy in South Africa from 2012 to 2016.

The Chief Executive Officer of Chenshia 2012.

Vice-President of the Africa-China Friendship Association from 2012 to 2014.

Coordinator of Communications for the ANC in the Western Cape 2012 to 2013.

Advisor to the Chief Whip of the ANC in Parliament 2013 to 2014.

A director of companies and a consultant 2014 to 2018.

#### International work

Missions to and in:

United Kingdom

USA

Brasil

Australia

China

Cuba

Sweden

Denmark

Norway

France

Netherlands

Germany

India

[talv

Zimbabwe

Swaziland

Angola

Mocambique

Mauritius

Iceland

Canada

Spain

Portugal

Kurdish Human Rights Activist group

Friends of Cuba Society

#### Current Employment

The Chief Operating Officer of NIH since 1 June 2018.

till 2007. This company, started from scratch and capitalized with R1m, grew to have a net asset value of R2,5bn by November 2008. Served as an Executive in the company, responsible for mining, energy and agriculture. Set up the Tshedza Trust for the unions members to benefit from investments and chaired the trust for its first year.

On the September Commission into the future of the trade union movement.

Chairman of the Mpumalanga Economic Growth Agency (MEGA) 2004 to 2006.

Acting CEO of Mpumalanga Economic Empowerment Corporation (MEEC) from April 2005 to the end of March 2006, during which time the agencies-MEEC and the Mpumalanga Investment Initiative-were successfully merged to form MEGA. Acted as Chairman of the MEEC and MII Merger Task Team, set up the MEGA Growth and Development Fund that had secured commitments of R1bn

Founding director of and Acting CEO of Proudly South African (PSA) in 2004 and 2005, holding the fort in the organization during a difficult time after its launch and initial few years of existence.

A founding shareholder of Izingwe Capital.

A founding director and Executive Chairman of Union Alliance Holdings.

(NIH, Izingwe and UAH were/are some of the largest BEE companies in the countries recent history.)

Set up ANB in 2006, one of the largest agricultural companies in South Africa today.

As a Senior Research Manager at the HSRC in 2003/4, managing a study on social cohesion in our country.

As Executive Director of the National Economic Development and Labor Council (NEDLAC) from 1999 to 2003, during which time NEDLAC was successfully consolidated as a strategic organization supported by government, business, labour and a wide range of civil society organizations after a period of it suffering a loss of direction and repeated calls for its closure.

Chaired Union Alliance Holdings and its subsidiaries from 1998 to 2000 and was a founder member of the first trade union owned company to be listed on the JSE by the trade unions and the first majority Black owned asset management company, Prodigy Asset Management started up by the trade unions.

Member of Parliament for the Congress of the People, elected in May 2009. Served on the Higher Education, Energy Committees and Mineral Resources Portfolio Committee. Resigned from COPE and Parliament to rejoin the ANC in January 2012.

Consultant to various organisations and companies, including Fruit South Africa, the National Clothing Industry Bargaining Council and Chenshla Pty Ltd.

research career that spans 39 years.

A wide range of experience, skills and expertise including; general managerial, financial management, project management, facilitation, mediation, arbitration, research and analysis, administration, human resources, trade and development promotion, communications.

More particularly skills are concentrated on project and change management and strategic leadership, focusing on enterprise development, strategic campaigns, communication and human capital development. Extensive experience of work in organizations of a political nature has given unique insight to policies and debates on a broad range of socio-economic issues.

Academic focus is on religion, nationalism, colonialism, post-colonialism, political economy, social dialogue and social cohesion.

Wide experience provides unique networks that stretch into government, business, labour and broader civil society.

Edited a number of books and published numerous articles and essays.

Served as director on boards as a non-executive and as an executive for organizations of both a non-profit and profit-making nature.

Served as an executive director in a number of private, government, political, trade union and non-governmental organisations

#### Work history and previous experience

Entered politics as a student activist in the 1980s. After spending seven years in exile, returned to South Africa in 1990.

#### Served as:

Branch Secretary, then as General Secretary of the National Education Health and Alifed Workers Union (NEHAWU) from 1991 until elected to Parliament in 1994.

Representative in the negotiations process at CODESA and on the Transitional Executive Council dealing with Public Service issues.

As an ANC MP on the Labour, Public Service and Administration, and Finance Portfolio Committees. Participated in the Public Service Review Commission from 1994 till 1996.

#### On the ANC NEC from 1998 till 2007

On the SACP CC from 1995 until 2006, first as a Provincial Secretary, then as an elected member of the Political Bureau and for the last 5 years as National Treasurer.

The Chairman of the NEHAWU Investment Company (NIC), now NIH, from its inception in 1996

#### List of publications

"Perceptions, imaginings and practices of collective identities in the transition: National identities and ethnicity in the Western Cape", in Politics in South Africa: From Apartheid to Democracy. Volume 1 of Religion and society in transition, eds. Abdulkader Tayob, Wolfram Weiße, Waxmann Verlag, 1999

"South Africa's 'New' Capitalism", in **Transcending a Century of Injustice**, Ed. Charles Villa-Vicencio, IJR, Cape Town, 2000

What Holds Us Together: Social Cohesion in South Africa. eds. E. Cape Town: HSRC Press, 2003

Rethinking Regional Development in the Western Cape.

Various articles in South African Labour Bulletin, Transformation, Work in Progress and the Thinker.

#### References



(021) 6509111, davide@iafrica.com.



# CURRICULUM VITAE

#### PERSONAL DETAILS

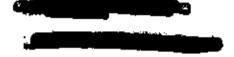
SURNAME

NAMES

POSTAL ADDRESS

PHONE

E-MAIL



## **EDUCATIONAL QUALIFICATIONS**

UNIVERSITY ATTENDED

: University of Natal Pietermaritzburg

DEGREE COMPLETED

: Bachelor of Science (B.Sc.)

DIPLOMA

Higher Diploma in Education (HDE)

(Post Graduate)

DEGREE COMPLETED

: Bachelor of Education (cum laude)

UNIVERSITY ATTENDED

: University of Nottingham Nottingham, United Kingdom

DEGREE COMPLETED

: Doctor of Philosophy

#### CONFIDENTIAL

#### **EMPLOYMENT HISTORY**

1 NAME OF ORGANISATION: South African Communist Party

(Natal Midlands Region)

POST HELD:

Organiser and Political Education Officer

2 NAME OF DEPARTMENT

: Department of Mathematics (University of Durban-Westville)

POST HELD

: Coordinator - Academic Development

(Jan.- April 1993)

3 NAME OF DEPARTMENT

: School of Education

(Natal University-Pletermaritzburg)

POST HELD

: Lecturer in Education (May 1990 to 2001)

**4 NAME OF DEPARTMENT** 

: School of Education

(University of Natal, Pietermaritzburg)

POST HELD

: Senior Lecturer

(Jan 2002 - April 2003)

5 NAME OF ORGANISATION:

Department of Education (Pretoria)

NAME OF PROJECT:

Development of the National Curriculum Statement

Grades 10-12 (Schools)

POST HELD:

PROJECT MANAGER AND CHAIRPERSON OF

MINISTERIAL PROJECT COMMITTEE

(March 2002 - March 2003; Seconded from University of Natal from July 2002, but have been

working on project since March 2002)

6 NAME OF ORGANISATION:

Ministry Education (Pretoria/Cape Town)

POST HELD:

Special Advisor to the Minister of Education,

Professor Kader Asmal, MP (April 2003 – April 2004)

7 Department of Education (Pretoria)

POST HELD:

Deputy Director-General: General Education and

Training

(May 2004 - May 2005)

#### CONFIDENTIAL

#### 8 KwaZulu-Natal Department of Education (Pietermaritzburg)

POST HELD:

Superintendent-General (June 2005 – October 2010)

(Julie 2005 – October 2010)

#### 9 The Presidency – Republic of South Africa (Pretoria/Cape Town)

POST HELD:

Director-General

(November 2010 - August 2020)

#### LEADERSHIP ROLES

1.University of Natal Branch and Natal Midlands Regional Chairperson of Azanian the Students Organisation (AZASO, later the South African National Students' Congress – SANSCO – 1985 - 87)

2. National Assistant Publicity Secretary: Release Mandela Campaign (1987-1990)

3. Political Education Officer

: South African Youth Congress (SAYCO), Natal

Midlands (1988-1990)

4. Acting Regional Secretary

: African National Congress (ANC), Natal Midlands

(March - August 1991)

5. Regional Deputy Secretary

: South African Communist Party (SACP), Natal

Midlands (1991-1992)

Member of Board

: Faculty of Humanities, Univ. of Natal (Pmb) (1996-

1997)

7. Member of Board

: School of Education, Univ. of Natal (Pmb) (1994-

2003)

8. Member of Board

: Faculty of Education, Univ. of Natal (2001 - 2003)

9. Member of the Management Committee: Univ. of Natal, Faculty of Education (2001

-2003)

10. Member of the Coordinating Committee: Univ. of Natal, Pietermaritzburg School of

Education (2001 – 2003)

11. Chairperson of UMALUSI: Council for Quality Assurance in General and Further

Education and Training (June 2002 – May 2004)

12. Member of the Mayoral Street Naming Committee, Umsunduzi Municipality (Pietermaritzburg) (2002 – 2003)



## Curriculum vetae of

Director

#### PERSONAL INFORMATION

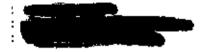
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RIGHT OF APPEARANCE



#### **CONTACT DETAILS**

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**EMAIL** 



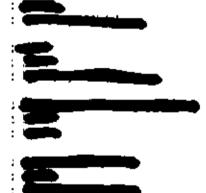
#### ACADEMIC AND PROFESSIONAL QUALIFICATIONS

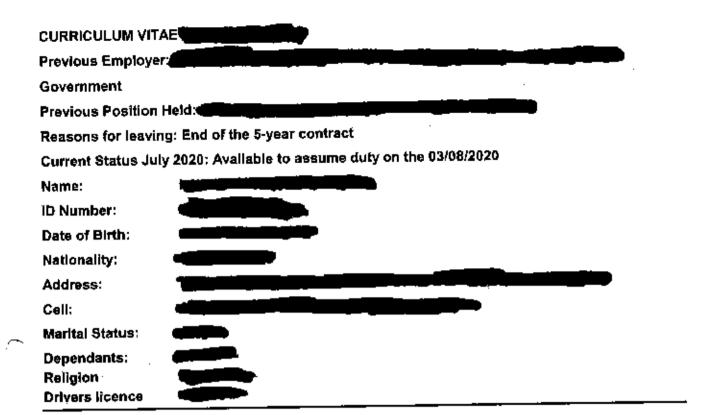
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QUALIFICATION YEAR COMPLETED INSTITUTION

QUALIFICATION YEAR COMPLETED INSTITUTION

QUALIFICATION YEAR COMPLETED INSTITUTION





**Employment Details** 

Former Employer: Department of Transport

Eastern Cape Government: Head of Department, Accounting Officer

Period:2014-2019

**Duties: Administration:** Leadership and strategic management, financial management, Supply Chain Management, Human Resource management and development ,Capacity Building, Infrastructure and Project Management ,Communications and Interpersonal Skills ,ICT, legal ,labour relations, asset management ,maintenance and disposal, Audit ,facility management and construction, oversee community based programmes and manage the departmental Budget ,stakeholder engagement , IGR and support municipal infrastructure projects,I developed revenue collection strategies,transport department is the biggest revenue collector in the EC by

## National Department of Basic Education

Position Consultant Teacher Union Collaboration

Period: 2012-2014

Duties: Designing training programmes for all the teacher unions operating in the

## **CURRICULUM VITAE**

an academic, scientist, industrialist, business executive, a practising architect and urban planners has dedicated his life to working closely with communities order to develop a high level of interaction and create human living environments, which truly reflect the needs of the people who have participated in their own ongoing development. He spent time as a visiting Professor at Schools of Architecture and Design in Princeton University, Harvad University, University of California Los Angeles, Illinois Institute of Technology, Pen State University, Miami University, Howard University etc.

#### Past Board of Directors Membership and others

- · Advisor Gauteng Provincial Minister of Housing
- Deputy Chairperson image prise Finance Department of Trade and Industries
- Member of International Marketing Council of South Africa
- President of Intelligent Transport System Society South Africa
- Board Member National Home Builders Registration Council.
- Deputy Chairperson Moses Kotaine Institute of Maths and Science
- Head of Architecture Planning & Housing, University of KwaZulu Natal
- Non-Executive Board Member Otis Southern Frical

#### **Awards**

- Scroll of Honor by KwaZulu Natal Institute of Architects 2015.
- Businessman of the Year 2003/1004 Black Business Quarterly Magazine and BMW
- Nominated Ernst and Young Auditors World Entrepreneur of the Year

## MANIFESTO

brings to the organisation for the benefit of the Shareholders and the

- High level of Integrity
- Vast knowledge of Corporate governance
- Strategic Thinking
- Knowledge and experience of business operations
- Scientific Research skills
- Experience in creating efficiency in business operations.
- Understanding of the global markets
- · Grassroot understanding of the needs of underserved communities at all market levels
- Problem solving skills.
- · Skills in working with people
- Corporate dynamics

Education Sector, manage strike and advise the Executive on challenges in the teaching sector, monitor learner progress in schools, ensure leaner support materials reaches the schools, prepare submissions on infrastructure challenges and monitor learner progress amongst the provinces.

### Department of Water and Environmental affairs

Position: Chief of Staff Providing support on HR matters

Period:2011-2012

Duties: Overall Office Administration: Dealing with all Co-operate Services Related Matters, Cabinet Memo's, Ministers speeches, support the Minister on

political and parliamentary duties, provide legal support and referral's

### **Department of Social Development**

Position: Chief of Staff providing support on the departmental matters

Period:2010-2011

**Duties: Overall Office Administration,** cabinet memo's, parliamentary work portfolio committee work, constituency work, provide guidance on submissions by the different institutions funded by social development, SASSA, NPO's and NGO's, provide legal support and referrals

### North West Department of Sports, Arts, Culture and Recreation

Position: Head of Department /Accounting Officer

Period: 2007-2010

**Duties:** Strategic Leadership and management, financial management, supply chain management, capacity building, training and development, human resource development, legal services, ICT, labour relations, infrastructure and project management, conflict management, problem solving, communications ,facility management, asset management and disposal ,facility management and maintenance ,interpretation of Mandates and alignment with provincial and national priorities ,prepare cabinet memo's and presentations, support and motivate staff, responsible for discipline and PMDS .Manage staff , Budget and received 3 unqualified Audits for the duration of my term

### National Department of Public Service and Administration

Position: Director Human Resource Development

Period:2000-2007

**Duties:** Development of policies and strategies for training and capacity building of officials in the Public Service ,design road shows and workshops to present and train public servants on the latest HRM and HRD policies ,ensure alignment with the schools of government and faculties of Public Administration in universities and colleges, established the SAMDI which is called the school of Government today, provide training support to Executives and foreign posted officials ,coordinate common wealth programmes between South Africa ,China ,Singapore ,India, Malaysia and the Harvard Senior Executive Programme for Africa .Managed the training of trainers forum for the Public Service. Support the team that did negotiations for salaries at the Bargaining Council. Dealing with special programmes and Gender Mainstreaming in departments. Develop the cabinet memo's on policy directives and amendments on Public Service Regulations Act to Parliament. Provide support to the transformation unit at DPSA. Manage staff and Budget.

### Department of Environmental affairs and Tourism

Position: Deputy Director Training and Transformation

Period: 1999-2000

**Duties:** Design and manage training and Transformation programmes for the department and its entities, dealing with the Agentization process of Weather

Bureau, Sea fisheries, National Parks and the National Botanic

Institute, provide research support in order to manage and respond to

international treaties on climate change and Global warming

### **Educational Qualifications**

1. 2.	University of Cape Town University of Cape Town	1990 1995	BA Social Science Advance Diploma in Educators of
	•	2002/3	Adults Senior Executive Programme for
3.	Harvard Business School	2002/3	Africa
4.	Singapore Civil Service College	2003	Training of Trainer's for productivity Improvement
5.	University of the Western Cape	2013	Post Graduate Diploma in Governance
6.	University of Pretoria, Faculty o	f 2017	Certificate in IDMS, Infrastructure Delivery
	Built, Environment		Management System

Confidential

### KEY COMPETENCIES, SKILLS AND KNOWLEDGE

### Strategic Leadership and Management

7

- I am visionary and a strategic leader, a result driven person, a team player with excellent human and financial management skills. I was an Accounting Officer for the department of Transport in the EC from 2014-2019. I formulated the vision for the department," Transport is the heartbeat of the Economy in the EC." The Head of department for the Department of Sports, Arts, Culture and Recreation an accounting officer from 2007-2010 in the North West Province.
- I was responsible for setting up the five years Strategy, the Annual Performance Plan and a clear service delivery plan attached to a budget, I have 20 years of work experience as a Senior manager ,10 years as an Executive Manager in government.
- I was responsible for the interpretation of the departmental mandate into key strategic projects aligned to the National Transport Master Plan, so as to ensure that we provide, affordable, reliable and safe modes of transport for our people. I also worked with Department of Economic Development, Environment & Tourism in order to ensure that there is alignment of the provincial priorities and the economic plans with the transport network that has to be designed for the province.
- I had to work with the department of Defense, Public Works and the National department of Transport in building of the MTHATHA airport and the repositioning of the Bisho airport as a looistic hub.
- I had to ensure that there is good governance and prudent financial management, controls and SCM systems which resulted in the department receiving an Unqualified Audit report, for the duration of my term and a clean audit opinion for the department of Safety and lialson as I was overseeing the department for four years in the absence of its own Head.
- I repositioned the department in order to ensure all institutions related to DoT have the capacity to generate revenue as the result I was innovative in identifying units that were ready for commercialization and I ensured that I develop the rates for the payment of services we offered. DoT EC is the biggest revenue collecting department in the province by 53,5% as a result of the work I did in the department. I appointed a company to collect ticket fines, to consolidate the montes received by municipalities from registration, payment of driver's licenses, the licensing of cars and the funds collected by courts from Individuals who are transgressing the traffic regulations on our roads including all the related institutions that Transport provides services to.
- I was responsible for the implementation of the strategic framework of the department and also
  to oversee the rollout of the operations of the various institutions attached to the department of
  Transport. I developed a monitoring and evaluation tool in order to manage over and under
  spending on projects. The department had 6 programmes and 2 state owned Entities.
- I have made twinning partnerships of certain units with other stakeholders in order to advance service delivery efficiently and build capacity. I exposed the law enforcement officers to training programmes quicker and faster by twinning them with (RTMC) Road Traffic Management Cooperation. I worked with all the OEM's in the Eastern Cape in order to strengthen their delivery capacity to produce cars parts supported import of goods and export of finished products, internationally and in the region.
- I have worked with SANRAL on the mega projects in the EC
- I had to ensure that the Ministry of Transport responsible for traffic officers and police have a high and visible integrated effort, ethical performance culture and promote social responsibility

on duty and off duty

- I had to strike a balance between the Public sector /Private sector in training the officials in
  order to be able to serve the people with dignity and ensure that our roads are accessible and
  safe, our Airports are operating optimally so as to drive the economy of the province.
- I have used the partnerships of our intergovernmental relations to support our service delivery strategies focusing at the service delivery model which targets the municipalities and rural areas
- I have been a Chief of Staff to 4 Ministers in my life, and have also worked as a training and a
  transformation officer in the department of Environmental affairs and Tourism responsible for
  the Agentization of the South African weather Bureau, Kirstenbosch and Sea Fisheries. I also
  advised the Minister on climate change, environmental conservation and the implications of
  global warming to our society and the economy
- I was also the Head of department for Sports Arts and culture in the North West Province an accounting officer and I successfully driven the 2010 FIFA Soccer World Cup project
- I have worked in NGO's whereby their survival depends on introducing new innovations, opportunities, explore markets that will increase the financial viability of the organization to survive, believed as a collective that any idea you bring must be sustainable, generate income and not to become a financial burden to the organization. Most of the work done by NGO's depended on donor funding. The funding from donors can only be channeled if your NGO demonstrates a sustainable and well thought programme that contributes in solving some of the societal ills therefore we had to have good governance structures in place, follow GAAP in order to be given continuous funding for our programmes.
- I have also worked at the Bank and at the department of Public Service and Administration
  I developed the Model to transfer the roads function from the department of Roads and Public
  works to the department of Transport, I developed the necessary policies that enabled a
  smooth transition, taking into consideration the legal frame work and the constitution of the
  country
- The Roads function is a highly technical infrastructure unit and a research driven environment, with a tot of expensive technical reports which are done by consultants and had to be interpreted properly in order to ensure the building of a safe transport network in the province is realized.
- I was also responsible for Aviation, with 4 Airports in the Eastern Cape which one of them had to be re-designed and built from the beginning ,the Mthatha Airport, I designed a draft sketch of an economic hub to be built on the airport during 2020-2023,this hub was meant unleash the economic potential of the airport rather than the airport depending on income and revenue from airlines, the buildings to be housed at the hub amongst others was the office park ,food court ,communications center hotel , conference facilities and a health center which is a requirement for airports.
- I advised the provincial cabinet that we should submit a proposal to build the Wild Coast
  Meander road which cuts across the coast line, in order to unleash the opportunities in
  property development, Oceans Economy and tourism. I prepared a 7,7 Billion proposal and
  submitted it to National treasury for their consideration.
- I started the South African Women in Transport and South African women in construction SMME programme in order to ensure that the youth and young women are part of the stakeholders benefitting from the Transport sector businesses, as this sector was mainly male dominated. Inside the department. The purpose of the focus on developing young women in transport was to respond to the challenges of Gender Based Violence and create financial independency. I increased the appointment of youth and women to 60%

so as to ensure that they have a voice in all levels of the organization. I achieved the national target for the appointment of people with disabilities. I signed a parking MOU with the institute of the Blind in Dimbaza so as to ensure that we understand how people with physical

challenges cope and not make their plight an event.

Capacity Building and Training

I was the coordinator of the Wits and Harvard business school programme which took South African Public and Private sector executives to be trained at the Harvard Business school in the US on business administration skills, marketing ,trade relations ,scientific and technical innovations .Amongst others was the use of ICT to solve complex developmental problems. I had to explore training programmes that can assist the engineers to be broad in their approach to infrastructure, myself and my team we attended the (IDMS) Infrastructure Delivery Management Systems programme at the university of Pretoria's Faculty of Engineering, Built Environment and Information Technology. I was exposed to project management techniques, engineering, ICT programmes and principles. I worked at the Department of Public Service and Administration as a Director from 2000-2007 and I was responsible for training and development for all public servants in the country, I was the chair of the Public Service Trainers forum for 7 years and I developed the HRD strategy for the Public Service the Internship and the Mentorship Programme. I was involved in the development of the capacity building programmes for the unions working with government in the Bargaining Council.

### I was exposed in working at the department of Environmental Affairs and Tourism in 1998-2000

Duties: Advising the Minister on Issues of transformation and strategic interventions In order to ensure that the Weather Bureau, Sea fisheries and the National Botanic institute Gardens are able to generate their own revenue, are sustainable through their programmes and respond to international treaties and to broader South African societal needs. Advise the Minister on climate change and impacts of global warming in south Africa and the continent at large with a focus on weather patterns that can be a hinderance to agriculture, energy, minerals and the society as a result of the strain they bring with disasters.

Infrastructure and Project management

I attended IDMS Infrastructure Delivery Management System, the courses delivered, Strategic management of infrastructure delivery within Government. The infrastructure delivery management toolkit, legislation related to infrastructure Delivery, linking infrastructure with the priorities of government and strategic infrastructure maintenance. The other experience shared was on the delivery of the two New universities, Mpumalanga and the Northern Cape.

- I have managed to take the youth and build their construction capacity so as to renovate the dilapidated sports grounds in the North West ahead of the 2010 FIFA Soccer World Cup. The countries that I was responsible for supporting Botswana and Namibia. The youth obtained a lot of skills which took them away from crime, drug and alcohol abuse through the utilization of the Extended Public Works Programme
- I have an ability of being innovative, design and cost manage complex infrastructural programme
- I have also been part of the design and building of the three Airports, Mafikeng, Pilanesberg and Mthatha airport, stadiums, convention center, the Mafikeng Archives complex within the stipulated time frames for the
- I introduced the first SA Express flight route from OR Tambo to Mthatha Airport on the 10 December 2018 and the second route flying CT - EL - Mthatha and Mthatha - CT flight was introduced on the 15 of November 2019
- I have a vast knowledge in Aviation, infrastructure, operations, regulations and policies, training of pilots, I have provided a bursary for ten pilots from the EC to be trained at different pilot schools in the country
- I have led the submission of the three big infrastructure projects to be funded through the BFI under PICC, Mthatha Airport Economic Development Hub, Wild Coast Meander and the

20/08/14

Middelburg Multimodal Center.

 The Wild Coast Meander has gone through the first round of the review by the National Treasury.

### Financial and Human Resource Management

I have been responsible for the 4 Billion Budget—for the department of Transport, 2000 professional staff, 48 Roads consultants and 46000 EPWP workers, I had established prudent financial systems and SCM control measures. I appointed a Director to manage Supply Chain Management because of the complex roads programme tendering system—and a person with a legal qualification to deal with the management of government contracts, management and the preparation of signing of MOU's. I did a staff and a qualifications Audit, I am knowledgeable of HR policies, recruitment, selection, transfer, retirement, ICT, Legal services, labour relations, risk management, health and safety, security policy, the use of consultant's policy and the asset management. I worked at the Department of Basic Education in 2012 and I was responsible for development and building of the capacity of the 5 Unions in the Education Sector. I studied a Post Graduate Diploma in governance amongst the courses I engaged with is financial management, the budget—cycle, SCM, audit, statistics population demography, GAAP, contracts management, property management, pricing, lease, renting and land redistribution and the protection of state assets pregistering and disposal of state assets. The course looked at the King Reports .1-3.

### Communications and Interpersonal Skills

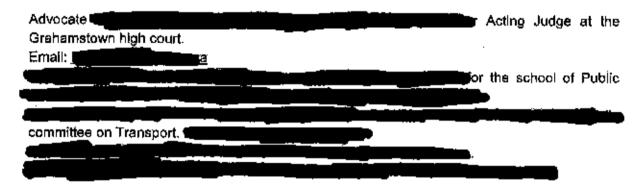
I am good a communicator; excellent negotiator and I have good interpersonal skills. I am able to communicate at all levels and work well with teams. I have excellent written and verbal communications skills. I can communicate across the cultures and have a great ability in functioning in a multilingual environment as I have done it successfully during the 2010 Soccer World Cup. I understand stakeholder management, worked well with the unions in the Education Sector where I was employed; I supported and created a platform for community radios to thrive and learn in the North West during the F)FA 2010 World Cup, organized media briefings and exposed them to training and work international journalists. I have a good understanding of government in all spheres and have worked with communities. I was part of the tearn that started the Government Imbizo Programme, which is called Public Participation Programme. I have guided the priorities of the EC government with the National mandate .In order to ensure there is proper funding support during the MTEF sittings I have participated in the bilateral celebrations of Hong Kong, Germany, China, bringing groups and speakers to do performances and I have prepared and presented research papers at conferences and seminars in South Africa. I have worked well with schools and universities. I have hosted 4 Civil Aviation. Airshows and career Expo's the last two I hosted them at Mthatha Airport in Partnership with the SA Airforce in 2017 & 2018 the Previous two at Mafikeng airport . Presentation of the business plans to the Legislature and the portfolio committee on Transport, I was instrumental in the strengthening of the Eastern Chamber of commerce and then also afforded them time to understand the opportunities for Import and export in the transport sector. Excellent events coordinator, kept a positive media coverage of the department ,as a Head of the department I was the face of Transport in the Province ,developed a Departmental Magazine called the" Transporter," produced billboard messages in order to advance road safety awareness to the public ,developed messages to be loaded on social media platforms so as to advise motorist on the danger of speeding. I worked with all the stakeholders in the Media, print, radio, television, and I established a video conferencing platform in order to be able to disseminate information to the district offices. I have a passion for ICT, community development work, empowerment of youth young women and children love aviation, aerospace activities, reading about the climate, weather patterns, the different planets and global warming. I have an experience in dealing with infrastructure planning, design and built.

### 2.EDUCATIONAL DETAILS

### 3 ACHIEVEMENTS

I developed the 3-year Bally Bridges programme as part of my legacy, In partnership with the department of Public Works and the South African Defense Force, 9 bridges have been built to date out of 15 a 70,7-meter Mantusini bridge is being finalized in PSJ in the 2020 FY. The programme was established as a result of many children drowning and being unable to go to school during rainy days. The elderly could not cross the river due to the dangerous waters that could sweep them away therefore making I difficult for the communities to reach clinics, banks, shops and the social security payment points. I was requested to advise the 8 provinces in SA, Mozambique and Zimbabwe on the Baily Bridge programme so as for them to be able to restore their bridges that were destroyed by the Cyclone IDAI in March 2019.I have successfully led and hosted 4 Airshows in partnership with the SA Airforce, at Mthatha and Mafikeng airport.

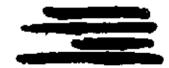
### 4. REFERENCES



20/08/14

### Professional Curriculum Vitae





### **Areas of Expertise**

- Strategy Development & Implementation
- Policy Development and Implementation
- People Management and Empowerment
- Change Management
- Financial Management
- Program and Project Management
- IT Knowledge & IT Solutions
- Regulatory Compliance Management
- Stakeholder Engagement

- Business Management
- Pan-African Networking
- Relationship Management

### Professional Work Experience

Department of Employment and Labour Chairperson ICT Advisory Committee

TMT Investments (Pty) Ltd Designation: Executive Director

Dimension Data MEA, Johannesburg, South Africa 2009 -2019
Designation: Executive Corporate Affairs / Government Relations
Responsibilities:

- Within my role, I establish and maintain strategic relations with key government stakeholders, including the Presidency, Ministers, Premiers, Directors Generals, Ambassadors and Senior Executives of SQEs.
- Assist and advise the Chair of MEA and the Executive Committee in dealings with government stakeholders.
- Provide an advisory service for matters related to government telecoms, as well as ICT-related policy and politics.
- Represent the group in government-related forums, participate in state visits and provide advice on and oversee all key government engagements.
- Conduct research and monitor legislation, tracking situations within the government that could affect the
  organisation.
- Proactively research policies to determine changes that could be advantageous and or might negatively impact the company in the future.
- Conduct both internal and external communications to ensure message continuity.
- Participate in financial matters, including budgeting and management of department finances.
- Network with government officials to convey legislative goals.
- Prepare reports and presentations to deliver to the Exco, provide written talking points and serve as a point
  of contact for the media.

### Designation: General Manager – MTN Business Responsibilities:

- Plessey PTY Ltd is a Dimension Data Company.
- Planned, coordinated and managed all business operations to achieve corporate goals for all MTN business throughout the continent, including Nigerla, Zambia, South Africa and Uganda.
- Developed and implemented business plans for profitability, assisting in budget preparation and expense management activities.
- Developed strategies to improve overall quality and productivity.
- Generated business, cost and employee reports to management.
- Provided direction and guidance to employees in their assigned job duties.
- Determined staffing requirements and ensured that positions were filled promptly, assisting in employee recruitment, training, performance evaluation, promotion and termination activities.
- Managed administrative, logistical, human resources and accounting services to support company operations.
- Identified business opportunities with new and existing customers.

### Department of Foreign Affairs (now DIRCO), Pretoria, South Africa Designation: Chief Information Officer – seconded from SITA

2004 - 2006

Responsibilities:

- Overall leadership and management responsibility for the ICT division.
- Responsible for multi-year planning and budgeting based of Mid-Term Strategic Framework (MTSF) and Mid-Term Expenditure Framework (MTEF).
- Responsible for planning and managing the rollout of a global WAN infrastructure project connecting all (125) South African embassies.
- Led the modernisation of the entire back office infrastructure of the department, introducing a best practice governance model - iTiL.
- Provided a secure "ops room" facility to the President when abroad.
- Ensured that all the employees followed regulations and maintained data confidentiality.
- Managed all operations, including the data centre, computer system operations, computer program
  development, technical service centre, production scheduling functions and computer system operations.
- Interacted with the executive management team to discuss and resolve problems.
- Provided directions to the authorised employees to increase security of the critical data available.
- Responsible for setting up communications systems for the Pan African Parliament

### SITA, Pretoria, South Africa

2002 - 2004

Designation: Head of Procurement

Previous Designation: General Manager Client Interface (Government Relations)

Responsibilities:

### Head of Procurement

- Oversaw and managed all government IT procurement as per the SITA Act.
- Developed and implemented government ICT purchasing strategy.
- Built and maintained strong working relationships to gain buy-in and engagement with key stakeholders.
- Challenged, enhanced and standardised existing procurement practices across all business units to ensure conformity of approach, generate economies of scale and deliver better value for money.
- Delivered a category approach to ensure the procurement resources aligned with all operational and functional business areas.
- Built and grew the procurement team by utilising strong change management techniques and focusing on people development.
- Led, supported and managed the tendering process for large strategic purchases.
- Maximised profit by tendering contracts and meeting with suppliers to negotiate the best terms of contract.
- Managed the procurement governance process across the business ensuring policy compliance.
- Supported business operations to resolve SLA breaches of contract and provided guidance to resolutions.

General Manager Client Interface (Government Relations)

- Managed relations between the government and SITA, which included representing the company in all
  government forums and parliament.
- Appointed as part of the team that rolled out the Government Core Communications Network (GCCN), the main communications systems for government across the country.

1998 -2002

### Department of Communications (now DTPS), Pretoria, South Africa

### 1.Designation: Corporate Services

Responsibilities:

- Responsible for the overall management of human resources in the department
- Develop performance standards for staff of the department
- Managed training and development of staff
- development, labour relations.
- Responsible for corporate services, including all procurement functions

Was later tasked with establishing the program management office for the department

### 2.General Manager Program Management Office

Responsibilities:

- Oversaw all projects within the department, as well as establishing a program management office.
- Within Program Management, the focus was on special projects, setting up 3 flagship institutions, including NEMISA (National Electronic Media Institute of South Africa), institute for Software and Satellite Applications (ISSA) and independent Communications Authority of South Africa (ICASA).
- Was also instrumental in establishing the GITO Council
- Took part in the writing of the Electronic Communications and Transactions Act (ECT ACT)
- Ensured that all projects were aligned with the budget cycle of the department, and that they were delivered timeously and within quality standards.

### Germistan City Council, South Africa

1997 – *1998* 

Designation: Deputy Head of Management Services

Responsibilities:

 Responsible for the entire employee life cycle, which included managing recruitment processes, Human Resources, Labour Relations, Organisational Development, Employee Wellness, and Training and Development.

### Goutena Finance Department, South Africa

1995 – 1997

Designation: Assistant to the MEC for Finance & Economic Affairs

Responsibilities:

- Assisted in the set-up of the office of the MEC and department from scratch, implementing functions and systems from the old Transvael Provincial Administration to Gauteng Provincial Government
- Part of the team that transformed the Advisor for the Gauteng Gambling Board from the old Highveld Racing Association.
- Was later transferred to the Labour Relations Directorate, and assigned to rollout the new Labour Relations.
   Act across the provinces institutions.
- Represented the province in the National Bargaining Council that negotiated conditions of service for government employees



1994 - 1995

### **Education and Career Development**

Post Graduate Diploma in Management, UNISA 2019 to present- to complete end of 2020, delayed due to

Covid-19 the study program is sponsored by DMV

Certificate Course in Finance for Non-Finance Managers, GIBS, 2009

Certificate Course in PFMA, GSB University of Cape Town, 2000

Certificate in Wireless Communications, Telemobile California USA (sponsored by USTTI), 1999

Bachelor of Social Sciences in Sociology and Politics, University of Cape Town, 1994

Political Economy and Philosophy Diploma, Academy of Social Sciences and Management Sofia, Bulgaria, 1988

Senior Certificate, Tsakane High School, 1982

### **Computer Literacy**

Microsoft Office: Word, Excel, PowerPoint

### Languages

IslSwati, IsiZulu, IsiXhosa, Sepedl, SeTswana, SeSotho and English

### References

Former and former

Former Manager in the office of the DG Department of Communications

Former Committee of the



### Areas of Expertise

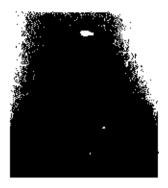
Public Sector Experience – Strategic Advisor - Pan-African Networking – Stakeholder Engagement & Management – Corporate Governance – Business Management – Pre-Sales Strategies

Organizational Development – Strategic Analysis – Strategic Relations – Corporate Strategy – IT Knowledge – IT Solutions Regulatory Compliance & Management

### **Keys to Success**

Motivation – Integrity and Ethics – Measurable Performance Expectations – Detail Oriented – Continuous Improvement

Tenacity – Respect – Trust – Strong Purpose – Commitment



A high-performing and talented professional with an extensive network, strategic thinker who executes strategies in line with care business needs, resulting in a unique, innovative and results-driven approach to the analysis and management of strategic relations within the corporate environment.

excels in empowering and building capabilities in key stakeholders through the development and implementation of effective and realistic strategies. As a diplomatic problem solver and an exceptional networker, he provides successful solutions through an all-encompassing management approach.

### Executive Summary

As a pioneering individual, who welcomes challenges, set a strategic relations expert, specializing in Pan-African relations, particularly within the telecoms environment. Having a wealth of cross-functional experience, he has a passion for his chosen career, and continually strives to achieve best practice whiist identifying, creating and implementing organizational strategy through stakeholder engagement and management.

His extensive experience accounts for a unique skillset and the business acumen of a modern visionary. He has delivered on organizational objectives in various arenas demanding buy-in and focus readjustment, whilst being recognized as a leader in his field. Elijah has a thorough academic and practical understanding of IT solutions, telecommunications and their global trends.

Elijah possesses excellent interpersonal and communication abilities, as well as exceptional networking skills, which are paramount in his ability to achieving results. His mission is to add value to an organization that is compatible with his own values and objectives.

### Career Summary

After spending time in exile as a member of Umkhonto we Sizwe where he rose through the ranks to become the Head of the Military Police, Elijah returned to South Africa to complete his Bachelor of Social Science Degree in Sociology and Politics at the University of Cape Town. Following this he took a role with PG Bison as a Training Manager, before moving to the Gauteng Finance Department into a role as Assistant to the MEC for Finance and Economic Affairs, where he was involved in the setup of the department and acted as an advisor for the Gauteng Gambling Board. In 1997 Elijah was offered a position as Deputy Head of Management Services with the Germiston City Council. He was offered an opportunity at the Department of Communications (DOC) now Department of Telecommunications and Postal Services. Elijah initially took on a corporate services role, which included human resource management, training and recruitment as well as procurement, and later moved into program management where he focused on special projects to set up flagship institutions. He was instrumental in the setting up of the team that established ICASA (independent Communications Authority of South Africa), as well as the setup of NEMISA (National Electronic Media Institute of South Africa), providing training in software and ensuring all regulations were adhered to. He also led a team that established the Institute for Satellite and Software Applications (ISSA), who's focus was to develop satellite and software engineering skills in the country,

In 2002 took a role with SITA as General Manager within a Client Interface and Government Relations division. His role was primarily focused on managing relations between SITA and various government stakeholders, including parliament. Due to his past experience in procurement, was transferred to be Head of Procurement before being seconded to the Department of Foreign Affairs as Chief information Officer. Within this role was responsible for planning and managing the rollout of a global WAN infrastructure connecting all South African embassies, and leading modernization of the department's entire back office infrastructure worldwide.

In 2006 Plessey PTY Ltd (a Dimension Data company) offered a role as General Manager to lead the rollout of the planned, coordinated and managed all business operations in countries, including Nigeria, Zambia, South Africa and Uganda was then promoted to his current role within Dimension Data MEA, as Executive Corporate Affairs and Government Relations. Within his role is required to establish and maintain strategic relations with key government stakeholders, providing an advisory service for matters related to government telecoms, and ICT-related policy and politics. He represents the group in government-related forums, participates in state visits and oversees all key government engagements. In addition, which has expertise in pre-sales strategy and IT solution development, with the ability to articulate needs and solutions at an executive level.

career has seen him establish a global network and enhance his skills in stakeholder management. He provides a significant contribution to the long-term sustainable growth of any establishment through his impeccable understanding of politics and business. His implementation skills are forefront in overall organisational development, and his involvement in projects ensures groundbreaking improvement in relationship development and maintenance. With a commitment to integrity and an aim to leave a positive legacy where possible, Elijah has been recognised as a thought leader who continuously delivers beyond expectation through an unequaled business sense and networking ability.

In March 2019 Joined TMT Consulting as a founder with other colleagues. TMT Consulting aims to specialize in design and implementation of cyber security and other (T related solutions.

Chairperson of the ICT Advisory Committee of the Department of Employment and Labour

Over the last twenty years Elijah has engaged with a number of international organization like: International Telecommunications Union (ITU) Internet Corporation for Assigned Names and Numbers (ICANN) International Standards Organization (ISO) World Information Technology and Services Alliance (WITSA).

**Business Models:** 

Information Technology Infrastructure Library (ITIL) ISO/IEC 27001 Information Security Standard

Personal Details: First Name

Middle Name:

Surname:

Otizenship

Interests: Passionate about technology, skills development and agriculture

Health: In good health

Directorships: 1

### LIST OF FORUMS APPEARED

- Member of the Law Society of the Northern Provinces
- Member of the South Airlcan Society for Latiour Law
- Member of the South African Women Lawyers Association (SAWLA)
- Member of the Institute of Commercial Forensic Practitioners
- Member of the Association of Certified Fraud Examiners of South Africa

### FIELDS OF SPECIALISATION

- Labour and Employment Law
- Regulatory Law
- Procurement Law
- Pension Fund Law
- General High Court Litigation

### **EXPERIENCE**

Faathima is a Director and heads the Employment and Employee Benefits Practice at RW Attorneys. She specializes in Employment Law, Employee Benefits Law, Regulatory Law and Litigation.

Faathima has extensive experience in all aspects of Employment Law, across the private and public sectors, appearing in all the labour forums, including the CCMA, various Bargaining Councils, the Labour Court, the Labour Appeal Court and the High Court. Faathima also presents training on various aspects of Employment Law.

Faathima's focus areas involve advising Executive and Non-Executive Management within Boards, Statutory Councils and Statutory bodies on all aspects of Administrative Law, Public Finance Management Act, Supply Chain Management processes, Regulatory and Interpretation, Procurement and Labour related issues. She is part of the in-house appearance team at the firm and appears in the High Courts and Labour Court. Faathima is also the Employment Equity Officer at the firm.

Faathima was  $1^{st}$  runner up Wijza Award for Labour Law 2019.

Faathima also renders service: at the Labour Law Clinic at the Pro-Bono Organization,

2004 - 2004

POST GRADUATE DIPLOMA IN PUBLIC

ADMINISTRATION University of Fort Hare

Courses passed

Introduction to Governance / Public Administration

Research Methodology

Leadership & Public Sector Management

Administrative Theories

Information Technology for Public Sector

Managers

Human Resource Management

Public Financial Resource Management

Project Management

Local Government & Administration

Dévelopment Management Inter-governmental Relations

1991 - 1994

**BA Hons Development Studies** 

University of East Anglia, England

Courses passed

Principles of Economics

Principles of Sociology and Anthropology

International Economic Relations Gender Divisions in Development

Principles of Politic

Passed with Second Class Honours -

Division Two

Dissertations

Labour Migration Policy in South Africa -

Present, Past and Future

1990 - 1991

Diploma in Development Administration

The South Devon College of Arts and

Technology, Torquay, England,

Course passed

Management

Information and Data Processing

Economics

Law Politics Sociology

Passed with First Class

DISSERTATION

UNEVEN DEVELOPMENT BETWEEN

RURAL AND URBAN SOUTH AFRICAN WITH PARTICULAR REFERENCE TO EMPLOYMENT

**OPPORTUNITIES** 

### **CURRICULUM VITAE**

SURNAME :

 $(\frac{1}{2})^{2}\Lambda_{0}$ 

NAME :

DATE OF BIRTH :

I.D. NUMBER

NATIONALITY : SOUTH AFRICAN

SEX :

MARITAL STATUS :

CHILDREN :

HOME LANGUAGE ;

HEALTH : EXCELLENT

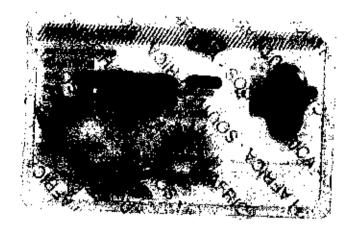
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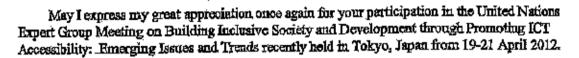
### UNITED NATIONS



### NATIONS UNIES

Division for Social Policy and Development
DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS
Room DC2-1382, 2 United Nations Plaza, New York, New York 10017
Tel; (212) 963-1996 Fax; (212) 963-3062 e-mzil: <a href="mailto:tio@un.org">tio@un.org</a>

REFERENCE:



Your contribution to the global knowledge of accessibility greatly added significant value to the expert meeting, as well as to on-going efforts of the United Nations in improving policy frameworks and standards relating to inclusive development, including disability-inclusive disaster and emergency management.

The report of the Meeting will be propared with your inputs and we will keep you informed of progress these coming weeks.

We would be grateful for any reflections you may have on the expert meeting and inputs for the resource material entitled "Accessibility: Implications for Sustainable and Equitable Development for All", the draft of which was posted before the meeting at the following link: (<a href="http://www.un.org/disabilities/documents/egms/cgm2012\_accessibility\_resource\_paper.doc">http://www.un.org/disabilities/documents/egms/cgm2012\_accessibility\_resource\_paper.doc</a>). We would also welcome your ideas for strengthening the global network of experts on accessibility and ICT.

Looking forward to our continuing collaboration,

Yours sincerely,

Secretariat for the Convention on the Rights of Persons with Disabilities

General Manager, Consumer Affairs Independent Communications Authority of South Africa Johannesburg, South Africa

On Internet: The Gateway to Social Policy and Development - http://www.un.org/esa/socilev



### MINISTRY:COXIMUNICATIONS REPUBLIC OF SOUTH AFRICA

Private Bag X850, Factoria C001, Tel 127 12 427 8117 Fex 127 12 362 6916 Private Bag X9151 Cape Town, 8050 Yel 127 21 467 9450 Fex 127 21 462 1646

ун рио√үмжееме Водинев перс⊚дос соү зэ

Private Bag x10006 Sandton 2146

it is my pleasure to appoint you to serve on the Digital Market Advisory Council from

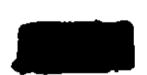
The Digital photos operates through a non-executive council that oversees the implementation of the Broadcasting Digital Migration process, conduct consumer education and raise awareness on digital migration and its related processes, and advise me accordingly.

I trust that your expertise and experience will be a valuable contribution to the work of the Digital Dizonga.

Yours sincerely

2009 - 08 - 01

# CV



ADDRESS PO BOX 8356 Greenstone 1616

TELEPHONE (012) 400 2099 W

MOBILE PHONE 082 883 9969

> **GENDER** Male

**IDENTITY NUMBER** 7304205412082

DRIVERS LICENCE Code 10

EMAIL pasekaL@sassa.gov.za

### **EDUCATION QUALIFICATION**

University of the Western Cape: 1997

The Institute for the Advancement of Journalism: 2007

The Institute for the Advancement of Journalism: 2007

Vaal University of Technology (PALAMA): 2010

Nelson Mandela Metropolitan University: 2012

University of the Witwatersrand: 2013

Stellenbosch University: 2015

The Da Vinci Institute for Technology Management: 2018

### WORK EXPERIENCE

### SOUTH AFRICAN SOCIAL SECURITY AGENCY

Development and implementation of the of SASSA Comstrat. Overall Management of the Agency Campaigns and events. Lialse with stakeholders and write speeches for the CEO and Exco members. Management of media Liaison, Brand Marketing and Public Relations Units.

### SOUTH AFRICAN SOCIAL SECURITY AGENCY

Organize press conferences, interviews networking sessions for Exco, write articles opinion pieces, notes and letters to the Editor. Organize any form of Communication opportunities for Exco members. Communicate the implementation of public commitments made by Exco members and input in speech. Responsible for Internal and external newsletter

### Telecommunication Standardization Bureau



Ref:

Telephone: +41 22 730 5852 Telefax: +41 22 730 5853

E-mall:

+41 22 730 5853 Consumer Affairs, South Africa

Geneva, 15 July 2013

Subject: ITU Workshop on Environmentally Sound Management of E-waste

(Durban, South Africa, 9 July 2013)

On behalf of the ITU, I would like to express my utmost gratitude to you for actively contributing to our Workshop on Environmentally Sound Management of E-waste.

Your talk gave participants an invaluable insight on the topics discussed, and your participation greatly contributed to the success of the workshop.

The summary report and the conclusions of this workshop are published at: <a href="http://www.ltu.int/en/ITU-T/Workshops-and-Seminars/sound-mgmt/201307/Pages/default.aspx">http://www.ltu.int/en/ITU-T/Workshops-and-Seminars/sound-mgmt/201307/Pages/default.aspx</a>

I would like to reiterate my deep appreciation or your participation and I look forward to continuing our successful collaboration in future events.

Yours sincerely,

Dear

Director of the Telecommunication Standardization Bureau

International Telecommunication Union > Place dez Nations > CH-1211 Geneva > Switzerland

Tel: +41 22 730 5111 • Peoc +41 22 733 7256 • Emell: || lumal@hu.int • www.llu.int



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### **BEST TELEVISION PRODUCTION AWARD**

has been conferred upon

for the programme

in the category

TV3 VARIETY

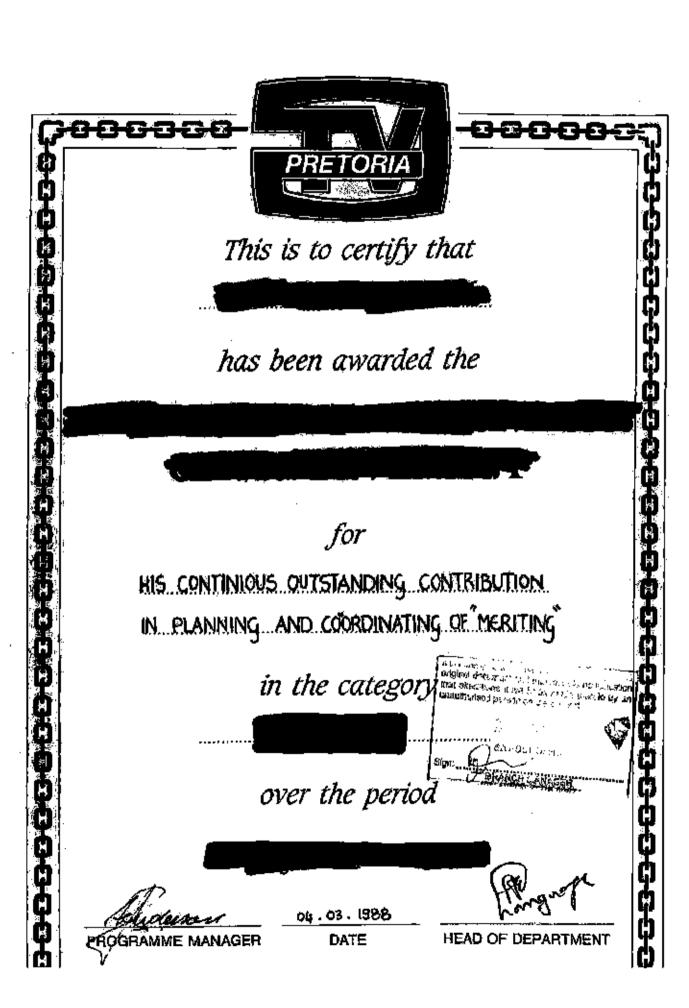
for the month of

4.11.88

DATE

HEAD OF DEPARTMENT

PROGRAMME MANAGER



### THE THOMSON FOUNDATION



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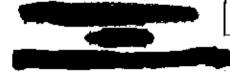
has completed a special course in "Television News Reporting" held by The Thomson Foundation at the South African Broadcasting Corporation's regional office in Pretoria, South Africa from 21st to 25th November 1994.

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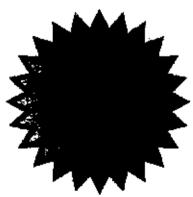
Television Journalism Training Department



# training & business solutions

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COMMONWEALTH **TELECOMMUNICATIONS** ORGANISATION

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Johannesburg, South Africa

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On behalf of BSNL

On behalf of **ICASA** 

On behalf of

CTO

Senior General Manager

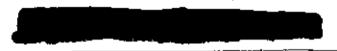
Acting General Manager HR

Dr Ekwow Spio-Garbrah

Chief Executive Officer

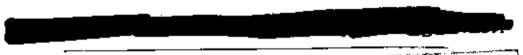


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University of Pretoria

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Professor Nick Sinedel. Obestor

Date









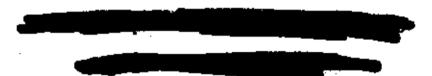
COMMONWEALTH **TELECOMMUNICATIONS** ORGANISATION

### CERTIFICATE OF COMPLETION

This is to certify that



successfully participated in and completed a one week



Cedar Park Conference Centre, Woodmead, RSA

In Association with

On behalf of Alliances Consulting Group Inc.

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On behalf of,

2019 -97-**610** 

Kari Hentschel, B.Eng. 8A

Facilitator

Br. Ekwow-Spie Garbrah

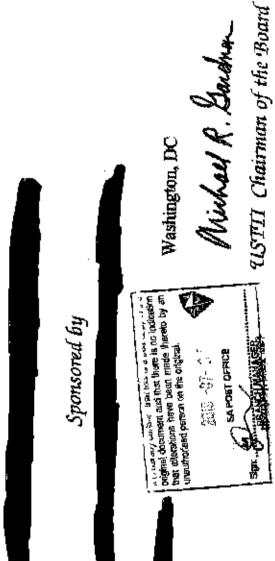
Chief Executive Officer

# The United States Telecommunications Training Institute

The United States Telecommunications Training Institute of Washington, D.C. hereby certifies that

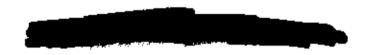


has successfully completed a course of instruction in

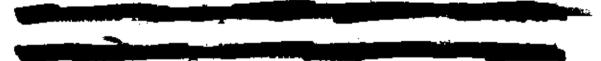




### UNIVERSITY COLLEGE LONDON



having satisfactorily completed the approved course of study and the prescribed assessment has been awarded this



in the Faculty of the Built Environment.

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SA POST OFFICE

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REGISTRAR

### **Buckinghamshire Chilterns** UNIVERSITY COLLEGE



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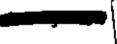


has been awarded the degree of

Master

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having successfully completed the necessary studies delivered by Buckinghamshire Chilterns University College through arrangements with MANCOSA in the Republic of South Africa



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Director

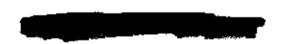
Academic Registrar

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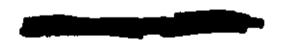
### University of South Africa



We certify that



having complied with the requirements of the Act and Statute, was admitted to the degree of



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Bymbenberg

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Marins Winders
Vice-Chancellor



# The Council and the Senate of the RAND AFRIKAANS UNIVERSITY hereby certify that the degree

with field of study

with all its associated rights and privileges has been awarded to

under the Act and in accompanies with the blood of the University that elevations have been reported by the University at a congression of the Windows Window

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MANUAL TRANSPORT

Registrar (Academic)

Rector

19 MARCH 1997 Johnnesbirt TO 3711025340683



# The Council and the Senate of the RAND AFRIKAANS UNIVERSITY hereby certify that the degree

### MAGISTER ARTIUM

with field of study



with all its associated rights and privileges in accordance with the Statute of the University has been awarded to

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Rector

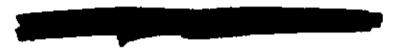
Vice-Rector (Academic)

13 SEPTEMBER 2001 Johanschurg ID 5711025240083



### BUCKINGHAMSHIRE COLLEGE

This is to certify that



has been awarded the



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having successfully completed the necessary studies delivered by Buckinghamshire College through arrangements with MANCOSA in the Republic of South Africa

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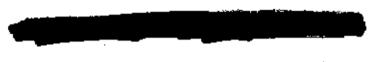
Director

Clerk to the Governors



### **Buckinghamshire Chilterns UNIVERSITY COLLEGE**

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has gained the postgraduate award of

having successfully completed the necessary studies delivered by Buckinghamehire Chilterns University College through arrangements with MANCOSA in the Republic of South Africa

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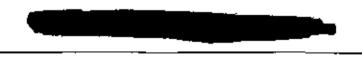
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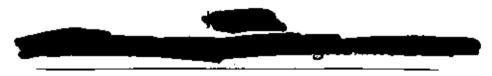


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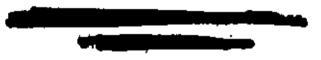
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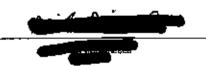


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### WORK EXPERIENCE

ADMINISTRATION BOARD

NORTHERN TRANSVAAL

Employed as the Sport

Organiser

[1977-1980]

Employed as Senior

Sport Organiser

[1981-1983]

SOUTH AFRICAN

BROADCASTING

CORPORATION

Employed as Junior Producer

[1983-1986]

Employed as Producer

[1987-1988]

Employed as a Senior Producer

[1989-1995]

Employed as Specialist Producer

[1995-1997]

COMMISSION ON GENDER

EQUALITY (CGE)

Employed as Head of

Department: Public

Education & Information

(Senior Management Level)

[1998-2007]

INDEPENDENT COMMUNICATIONS

AUTHORITY OF SOUTH AFRICA :

Employed as General Manager

Consumer Affairs

[2007-2014]

I have devoted all the time to my PhD studies from 2014 to date.

### NETWORKING

PUBLIC SECTOR

Established network with

Senior Officials in Government

PRIVATE SECTOR

Established network with the

Senior and Executive Officers

In the Private Sector

CIVIL SOCIETY

Established network with Civil

Society Organisations

REGULATORS OF

COMMUNICATIONS

Established network with

Communications Regulators in Southern African Development

Community

ICT INDUSTRY

Established network with Key stakeholders in the

ICT industry nationally and

internationally

G3ICT

Established network with

G3ict, i.e. USA

International NGO that collaborate with the UN to promote mobile accessibility by Persons with Disabilities in the

world

INTERNATIONAL

REGULATORS FORUM

Established network and working

relations with the International

**ICT Regulators** 

INTERNATIONAL

TELECOMMUNICATIONS

UNION (ITU)

Established network with the

Executives and Senior Officials

of the International

Telecommunication Union (ITU)

UNITED NATIONS

Established network with the

Executive of the UN Department

of Economic and Social

**Affairs** 

### <u>REFERENCES</u>

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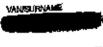
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### REGISTERED RESIDENTIAL MICHIGANAL ADDRESS

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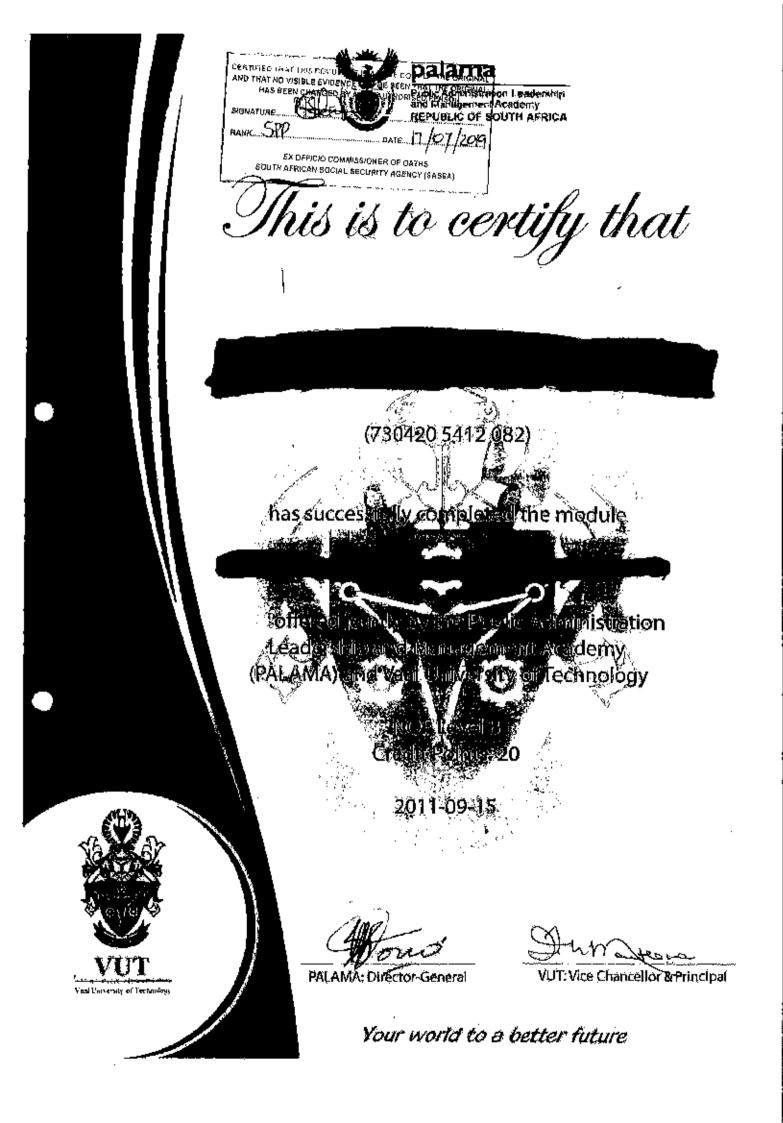
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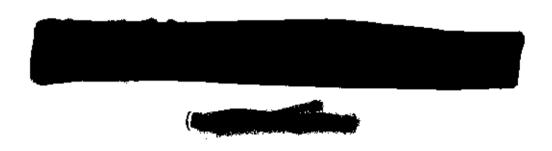
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### This is to certify that



has successfully completed the module

STRATEGIC HUMAN RESOURCES MANAGEMENT (SHRM)

offered jointly by the Public Administration Leadership and Management Academy (PALAMA) and Vaal University of Technology

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SIONER OF OATHS ON BUT CURITY AGENCY (SASSA)

VIIT

PALAMA: Director-General

J-Willes

VUT: Vice Chancellor & Principal

Your world to a hottor fittira



# THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilec Road, Parktown, Johannesburg 2193, South Africa

Accredited by Services and MAPPP SETAs

has completed a course on

Setting Up A Media Strategy

in Johannesburg, 23 - 25 April, 2007

Jacob Nishangase

Executive Director: LAJ

Felicity Levine Course Facilitator

### F. Referees

Colleague

5608

Non-Executive Board Member of

Broadband Infraço &

Passanger Rall Agency of SA

(Former DG of Economic Development)

Head of National Traffic Police

Road Traffic Infringement Agency (RTMC)

349 Witch-Hezel Avenue

Eco-Origin

Centurion

0158

(Former Acting National Commissioner of

Correctional Services)

**END** 

	D. Qualifications
Master of Policy Studies	Fort Hare & University of Zimbabwe undersigned Southern African Regional Institute to Policy Studies (SARIPS) - 2000
Courses	<ul> <li>Economic Analysis and Development (Passed with merit), Governance and Policy Making, Regional integration and Cooperation, Gender Issues in Policy Making, and Social Policy</li> </ul>
Dissertation	<ul> <li>A critical analysis of the implementation of government development communication policy with particular reference to the first Multi-Purpose Community Centre (MPCC) - Tombo MPCC in the Eastern Cape</li> </ul>
Higher Diptoma in Journalism	Rhodes University - 1992
Courses	Corporate Communications   News writing   Radio Journalism   Layout and design   Media Law
Bechelor of Arts	- Unisa – 1990
Coulses	Communication   Sociology   isiXnosa   Political Science   Psychology   Communication Law   English A1
	E. Training – Diplomas and Certificates
Course Name	Institution
Executive Management Development	Wils University for Correctional Services Executive Managers
roject Management	Wifs University
lanagement Development	Executive Education
dvanced Radio Reporting	Nordic SADC Journalism Centre (Namibia)

Institute for the Advancement of Journalism with Deutsche Welle Radio

Commission for Conciliation Mediation and Arbitration of South Africa (CCMA)

Institute for the Advancement of Journalism

Premier's Office Tender Committee member

Parliament's Bid Specifications Committee Co-Chairperson

Radio News and Current Affairs

Media Handling

Forensic investigation

Supply Chain Management

Labour Law in the Public Service

Brand management

Brand strategy development and execution resulting in improved image of EC-OTP and Premier (6% improved rating by Ipsos Markinor), Parliament's 14-fold increase in brand awareness and 60% positive performance rating, and appreciation of infrastructure development interventions under the PICC. Parliament partnering with Brand SA in remodeling Parliament's brand (current project).

### C. Work Experience

Dec 2016 to date	Section Manageri Media and Stakeholder Relations	Parliament of the Republic of South Africal Cape	
1	- '	Town	
ļ			
Core function	Responsible for policy, strategy development and imp	lementation covering overall communication, media,	
	stakeholders, events management, brand, and development	t communication.	
Day 2004 - Atm - 2044	I Part October 1	T	
Dec 2004 - Nov 2011	Deputy Commissioner of Communication	Department of Correctional Services Pretoria	
(returned 06/2014-11/2016)			
Core function	Served as a Spokesperson and Head of Communication	n, responsible for media, marketing, public relations, and	
	Internal communication.		
	<ul> <li>I also led strategy development and execution, campaigns, and project management. I</li> </ul>		
	of the Year in 2005 by GCIS.		
<del></del>	<u> </u>		
March 2013- May 2014	Media Liaison Officer	Ministry of Economic Development  Pretoria	
	<u> </u>		
	Served as Spokesperson, a communication advisor, a communication advisor, a communication	, ,	
Core function	Presidential Infrastructure Coordinating Commission's (PICC) profiling strategy, and leader in communication content		
	including Speeches/notes/medla releases, etc.		
Dec 2011- Feb 2013	General Manager of Communication	Office of the Premier - Eastern Cape	
Construction	Const. D. L.		
Core function	Served as Spokesperson of EC government, leader of com		
	advisor, fundraiser, campaign/ project initiator and driver. Promoted to Director of Media Services in 03/1999, after		
	serving as Deputy Director-Media Services from 09/1998, NB	: I had also returned to the EC-Premier's Office.	
Dec 1987 - Aug 1996	Executive Producer Talk-show host) sub-editor and	Erstwhile Radio Ciskel – Bhisho - Eastern Cape,	
	reporter		
		'	
Core function	Served as executive producer of news and current affairs, talk-show host (having hosted President Mandela and		
Į.	who's Who in SA political landscape). Awarded Best Reports	r of the Year In 1988.	
<del></del>	<del></del>	<del> </del>	

Name

Nationality

A. Contact Defails

Realdential;

Telephone/Cellphone:

Email address:

Work address:



Parliament of South Africa, 90 Pieto Street, Cape Town, 8000

### **B.** Competencies

Leadership (served in various positions over years)

- Parliament's representative in the Legislative Sector Communicators forum and champlaned the development of a sector strategic framework for communications.
- Chairperson of Stanford Mews Body Corporate, Co-chairperson of Parliament's Bid Specifications Committee.
- Chairperson of Masters' Students Association in Zimbahwe.
- Regional Secretary of the Association of Democratic Journalists (ADJ Border Region)
  represented ADJ in the Radio Freedom Initiated Jabutani Freedom of the Airwayes Conference
  in Netherlands.
- Chairperson of a communications committee of Zone 10 Pretoria East of the African National Congress that developed a communication strategy for 2016 elections.
- Others: Secretary of Corrections Conference Resolutions Committee in Kenya, Board Member of Public Relations Management Board for Border Technikon, Board Member of Border Council of Churches Rural Development Programme representing Inter-Church Youth, Coordinator of speech writing team for Corrections launch conference in Zambia, etc.

Strategic management

- Panelist in Parliament's strategic planning session of the senior management.
- Communication strategy development, execution as well as monitoring and evaluation in various institutions including: Eastern Cape Premier's Office (EC-OTP), Ministry of Economic Development (EDD), Correctional Services (DCS), Parliament of South Africa and SA' Legislative Sector. All these produced great outcomes as measured internally and independently.

Monetary management and fund raising

- Managed Budgets worth lens of millions as Head of Communication in various institutions,
- Conceptualised new projects / campaigns and fundraised within public sector, across stakeholders/partners, and from donor communities to drive successful execution. These

include: EC Premier's Excellence Awards, Corrections Excellence Awards, 1<sup>st</sup> Government Tele-Video Conference Centre in Premier's Office (DFID funded), Parliament's Centenary Celebration of Madiba-MaSisulu's birth, etc.

Professional corporate events management

 Drove policy and Standard Operating Procedures for events, conceptualization, and execution of flagship corporate events. Highlights Include: State of the Nation Address (leading communications in 2017, 2018 and 2018), Premier's Excellence Awards, Corrections Excellence Awards, State of the Province Addresses, Budget Vote speech campaigns, Inscriptions of Values on Parllament's stairs, etc.

Market research and advisory services Championed outcomes-based market research in EC, Economic Development, Correctional
Services and Parliament. These covered public perceptions, stakeholder patisfaction index, and
net reputational score in media, which helped in evidence based strategic planning, execution,
monitoring, and evaluation (overcoming resistance).

People management and Inspiration Through exemplary and servant leadership, across the workplaces, workers/staff was inspited and empowered to believe in themselves and the positive possibilities. Facilitated skills development and improved performance management.

Stakeholder relations management Developed stakeholder engagement strategies and programme of action in EC, EDD, DCS
and Parliament. Introduced improved means of engaging stakeholders, service charters,
stakeholder satisfaction index and interventions to improve relations.

Project management

Led major projects and campaigns include: People's Forum outreach, Installation of the Stateof-the-Art Tele-Video Conference Centre, Excellence Awards in EC-OTP & DCS, MandelaSisulu Centenary Celebrations, 20-year celebrations- of Corrections and Presidential
Infrastructure Coordinating Commission (PICC) progress, SONA, etc.

Strategic content development, speeches, etc.

Institutional performance reports, annual reports, State of the Province and Budget Vote Speeches, Issue Management Frameworks, speaking notes and anticipated Questions-From-Hell.

Cutting edge creativity and innovativaness

• Pride in having conceptralized, executed and shared communication best practices which include: Tele-Video conference in EC-OTP, Broadcast to Big Screens the SOPA & Budget Speech, Excellence Awards in EC-OTP & DCS, Corrections Week campaign, Operation Valafestive season security campaign plan, Operation Funds, Mediba-Sisulu Centenery celebrations of Parliament including IPU plans, Silver Jubiliee Celebrations of Freedom and Democratic Parliamentary System in South Africa. Served with the IT head as representatives of the EC Premier's Office in the Presidential National Commission on Information Society and Development from 2001.





The Chief Director
Human Resources
Government Communication and Information System (GCIS)
Private Bag X745
Pretoria
0001

Dear Sir

### RE: APPLICATION FOR THE POSITION OF DIRECTOR-GENERAL: REF NUMBER-3/1/5/1 - 19/43

I wish to declare my availability for consideration in filling the advertised position of Director General of Government Communication and Information System (GCIS), that was advertised in the Sunday Times of 14 July 2019.

I trust that my relevant educational qualifications and extensive experience, place me in good standing for consideration in filling this very critical position at GCIS and in government, particularly during this critical phase in the evolution of South Africa. These include a Masters Degree in Policy Studies, and over three decades of relevant experience in the communications industry. Twenty years of this experience has been at senior and executive management positions in the public sector, including Parliament, Ministry of Economic Development, Correctional Services and the Office of the Premier in the Eastern Cape.

Over these years, I have been at the forefront of developing and successfully implementing comprehensive communication strategies, innovative programmes and campaigns, optimising information and Communication Technologies, as well as mobilising stakeholders to collaborate to increase the scope, reach and impact of communication efforts.

I have gained and grown in many respects over the years, and I am more than ready to take up a greater responsibility as tabulated in the advertisement for the Director-General of GCIS.

I have attached my curriculum vitae for your consideration.

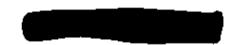




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### USB EXECUTIVE DEVELOPMENT LTD \* USB BESTUURSONTWIKKELING BPK

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Hoof-Ultvoerende Beampte

USB (Executive Bevelopment Ltd
University of Stellenbosch dustness School

PADM0068-13001/02/0005

## UNIVERSITY OF THE WITWATERSRAND,

### **JOHANNESBURG**

### **Certificate of Competence**

Faculty of Commerce, Law & Management

has met the minimum requirements for competence in

This is to certify that

from 04 March 2013 to 30 August 2013

Social Theory

(details overleaf)

Management Head, Graduate School of Public And Development

Date of Issue: 05 September 2013

Dean, Faculty of Commerce, Law & Management



# THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2193, South Africa CHAING THAT THE BOCKWENT BATTOLE CONTONTION OF THE CHIENAL

Accredited by Services and MAPPP SETAs

EX OREOND COMMISSIONER OF COM

SOUTH AFRICAS SOCIAL SECURIO

AN UNAUTHORIBED PERSON

has completed a course on

### Handling the Media

in Johannesburg, 29 January - 02 February, 2007

Course Facilitator

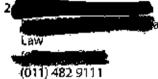


### SKILLS ACQUIRED

- Organizational
- Managerial and Group.
   dynamic
- Leadership & Facilitation
- Negotiations & Facilitation
- Computer
- Writing & Public Speaking.
- Planning workshop
- Dealing with pressure
- Assertive & Communication

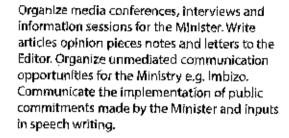
### REFERENCES

Gauteng (012) 312 5542



3. (Member of Parliament)
Deputy Minister:
Cooperative Governance
and Traditional Affairs
012 427 8575

### WORK EXPERIENCE



### PERSONAL ADVISOR TO THE CHAIRPERSON OF COMMITTEES

GAUTENG PROVINCIAL LEGISLATURE

Provide advice with regard to Provincial and NCOP Legislation, Public Participation and Oversight in the Office of the Chalrperson, Leader of the House, Chief Whip and the Speaker. Critic the Media and brief the Chalrperson, where possible prepare a response on behalf of the Chalrperson. Write speeches and briefings for the Offices mentioned above. Liase with Parliamentary Constituency Office and brief the Offices Above for day to day Developments.

### SPOKESPEKSŐÑ (NATIONAL EXECUTIVE COMMITTEE)

AFRICAN NÁTIONAL CONGRESS YOUTH LEAGUE

Coordinate the press conference on behalf of the ANCYL write speeches and represent the ANCYL where necessary

### UNIVERSITY OF JOHANNESBURG

Topic: The role of Social Security in Poverty.

■leviation

SECRETARY FOR POLITICAL EDUCATION (NATIONAL EXECUTIVE COMMITTEE) SOUTH AFRICAN STUDENT'S CONGRESS

UNIVERSITY OF THE WESTERN CAPE

SOUTH AFRICAN STUDENTS CONGRESS

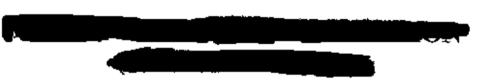
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### University of the Western Cape

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Vice-Chancellor



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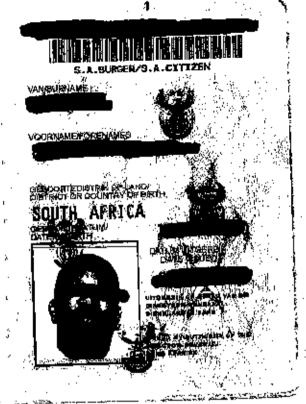
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SIGNATURE!

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DATE 16/07/2019

ex oppicio comulazioner of catha south african social security agancy (sassa) innovation, problem solving skills and analysis attributes. Be client and customer oriented and be computer literate. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / leader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy in terms of the ICT sector.

DUTIES:

Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources allocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-serviced areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive e-strategy. Ensure that all the State-Owned Companies (SOCs) under this department function optimally and deliver on their respective mandates and where necessary they are rationalised in line with the recommendations of the Presidential Review Committee. Facilitate and contribute to the development of modern, sustainable, competitive and affordable Postal and ICT sector in the Republic. Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

**ENQUIRIES:** 

### DEPARTMENT OF HOME AFFAIRS



APPLICATIONS

 Applications must be sent in time to the correct address as indicated at the bottom of each post, on or before the closing date. Applications sent to a wrong address and/or received after the closing date or those that do not comply with the requirements, will not be taken into consideration.

CLOSING DATE

06 December 2019

NOTE

Applications must be submitted on the Application for Employment Form (Z.83), obtainable from any Public Service department or at www.gov.za and must be accompanied by a comprehensive CV, citing the start and end date (dd/mm//yr) of each employment period to be considered, together with a copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence where relevant. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority. All shortlisted candidates for posts on Salary Level 9 and above will be subjected to a technical assessment that intends to test relevant (echnical elements of the job all (dentified candidates on Salary Level 11 and above will further undergo a competency assessment, which applies transversally across the Public Service. All recommended candidates, Irrespective of the salary level, will be subject to Employment Suitability Checks (Credit, Criminal, Citizenship, Employment and Reference and Qualification Checks). Candidates who meet the requirements and reside within close proximity of the office where the post is based, will receive preference. Kindly note that, for e-mailed applications, should you not receive an acknowledgement of receipt/ confirmation advice, this could mean that your application did not reach us due to the size of the attachments exceeding 2.5MB. Should this occur, we suggest you resend your application in 2 or 3 parts, aplitting the attachments accordingly.

### MANAGEMENT ECHELON

POST 42/39

DIRECTOR-GENERAL: DEPARTMENT OF HOME AFFAIRS REF NO: HRMC

59<u>/19/1</u>

(6 year fixed contract)

Re-advertisement (Candidates who applied for the above-mentioned post need not re-

apply as their candidature will be considered)

SALARY

R1 976 533 - R2 226 820 per annum (Level 16), (All-inclusive salary package) structured as follows: Basic salary - 70% of package, State contribution to the Government Employee Pansion Fund 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

Head Office, Pretoria

CENTRE REQUIREMENTS

An undergraduate qualification at (NQF level 7) and a postgraduate qualification of (NQF Level 8) as recognised by SAQA, 8-10 years' experience at a senior managerial level (5 years must be as a member of the SMS in the Public Service). Extensive management experience, exceptional ability to innovate thought, vision, drive and strong leadership abilities. Knowledge of the Constitution of South Africa, Public Service Regulatory Framework, Public Finance Management Act and National Treasury. Knowledge of all relevant Departmental Human Resource Frameworks. Understanding of broad-based economic empowerment principles. Knowledge of the principles and techniques of Corporate Governance. Good understanding of Government programme of action and priorities. Proven track record of leading Change Management initiatives. Strategic capabilities and leadership. Service delivery innovation, client orientation and customer focus. People management and development, Programme and project management, Communication, Knowledge and information management. Decision making and initiation action. Presentation. negotiation and business report writing skills. Problem solving and analysis. Diplomacy, coaching and facilitating and technical skills. On call, extensive traveling and extended working hours are required. Weekend working hours may be required.

DUTIES

The successful candidate will be responsible for, amongst others, the following specific tasks: Serve as the Accounting Officer of the Department in line with the PFMA and the established strategic direction of the Department to ensure alignment of business plans with the Annual Performance Plans (APP) of the Department. Provide strategic leadership and high level direction in the effective and efficient management and

Department of Communications and Digital Technologies

The Department of Communications and Digital Technologies is inviting applications from persons who are suitably qualified to join the Department as it strives to be the employer of choice in the Public Service and the preferred place in the ICT sector for intellectual stimulation, leadership growth and national contribution.

APPLICATIONS: Please forward your application via email to: (quoting the relevant reference in the subject line).

Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of <u>all</u> qualification(s), and ID document. Applications received after the closing date will <u>not</u> be considered, e-mailed applications will be considered. Should you be in possession of a foreign qualification, if must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will <u>not</u> be acknowledged, and correspondence will be limited to short-listed candidates only. All Senior Management Service appointments are subject to security clearance procedures before and after assumption of duty, declaration of financial interests within 30 days of appointment, entering into an employment contract and signing of a performance agreement. Competency assessments as well as technical exercises will be conducted for all SMS posts. Before a letter of appointment will be issued, the successful completion of the Public Service Sentor Management Leadership Programme as endorsed by the National will be required. If you have School of Government available as an online course on not been contacted within three (3) months of the closing date, prease accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

CLOSING DATE:

21 August 2020

SMS POST

POSITION:

DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (5

YEAR CONTRACT)

SALARY:

An all-inclusive package of R1 978 533 per annum (Salary Level 16), comprising of a basic salary (70% of package, employer's contribution to the Government Employee Pension Fund (15% of basic salary) and a flexible portion. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

CENTRE:

Pretoria, Hatfield

REQUIREMENTS:

A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment. A Senior Certificate, an Undergraduate Qualification and a Post Graduate Qualification (NQF level 8) as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage. Extensive knowledge of the Public Service Regulatory COMPETENCIES: Frameworks, inclusive but not limited to the Constitution, Public Service Act and Regulations, Public Administration Management Act, 2014 (PAMA), the Public Finance Management Act, 1999, Supply Chain Management procedures and other relevant prescripts. Sound knowledge of the ICT regulatory environment. financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery <u>CÊNTRE:</u> SALARY: CHIEF EXECUTIVE OFFICER REF NO: GPW 19/35 (5 YEAR CONTRACT APPOINTMENT) (THIS IS A RE-ADVERTISEMENT, CANDIDATES WHO PREVIOUSLY APPLIED AND ARE STILL INTERESTED ARE REQUIRED TO APPLY)

Pretoria

An all-inclusive salary package of R1 978 533 per annum (subject to applicable rules), structured as follows: Basic salary - 70% of package; State contribution to the Government Employee Pension Fund – (13% of basic salary), non-pensionable Head of Department allowance - 10% of basic salary, The remaining flexible portion may be structured in terms of the applicable remuneration rules. (Level 16)

**REQUIREMENTS:** 

An appropriate recognized undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) or equivalent qualification, recognized by SAQA; coupled with 8 to 10 years' experience at a senior managerial level, of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996 • The candidate envisaged for: appointment must be a dynamic leader with a strong financial background and business acumen and must have extensive knowledge of the PFMA and Treasury Regulations • A strong understanding of corporate governance and the entire legislative and regulatory framework applicable thereto • The incumbent will have excellent verbal and written communication skills, as well as a strong business acumen . Au fait in strategic capability and leadership, service delivery Innovation, client orientation and customer care and problem solving and analysis • A valid driver's license and willingness to travel extensively and work extended hours is required

D<u>U</u>TJE<u>S:</u>

The successful candidate will be responsible for leading the Government Printing Works in setting a clear and compelling service-vision, which translates into the effective achievement of its strategic mandate and growing of business to ensure self-sustainability • Foster partnerships with relevant stakeholders (Internally and externally), thereby optimizing the Department's contribution to the achievement of the National Development Plan • Ensure compliance with national and appropriate internationally regulations • Ensure continuous improvement in the quality and value of services rendered by the Department • Establish and maintain an organizational structure which supports the accomplishment of operational and strategic goals, Implement and ensure compliance with corporate governance and all the relevant legislative and regulatory frameworks based on the King III principles, and ensure effective resource management.

**ENQUIRIES:** 

administration of the Department. Manage and ensure policy analysis, development and implementation. Provide advisory support to the Executive Authority (Minister). Promote Inter and intra government relations and participate and represent the Department in various forums. Development and implementation of policy, department in various forums. Development and implementation of policy, departmental strategy, procedure. Directives, Acts. Regulations and Legislations. Management of resources (physical, human and financial).

Mis C Mocke Tel No: (012) 406 4153/082 301 6580

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Quoting the relevant reference number, direct your Application for Employment Form (Z.83), a comprehensive CV, together with a certified copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence, by closing date to: e-mail: DGrecrultment@dha.gov.za

**ENQUIRIES** APPLICATIONS Submission on the recommendation for the nomination of new members to the Independent Regulatory Board for Auditors (IRBA)

### PURPOSE

1.1 To request the Deployment Committee to support the nomination of Ms

and

Mr

and Professor

be appointed as Members of theBoard of the Independent

Regulatory Board for Auditors (IRBA) for a period of two (2) years,

commencing from the date of approval by Cabinet subject to verification of

qualifications and security clearance to be conducted by the Board of IRBA.

### SUMMARY

- 2.1 The previous Board of IRBA comprised of six members and was appointed on 10 May 2017 and their term was subsequently extended by the Minister of Finance to 9 May 2020. As from 10 May 2020 the IRBA has been without a Board and the Chief Executive Officer has assumed the role of Accounting Authority in accordance with section 49 of the Public Finance Management Act, Act 1 of 1999 (PFMA).
- 2.2 The Board has three sub-committees, the Audit and Risk Management Committee, Disciplinary Advisory Committee and the Operations Committee, and the Board members will also be nominated to a sub-committee.
- 2.3 The Minister of Finance is of the view that the ten (10) new members proposed will be suitable to ensure that IRBA achieve its strategic objectives and fulfil its mandate in a period where the auditing profession as a whole needs restoration.

### 3. DISCUSSION

### Overview of the IRBA

3.1 IRBA is the regulator of the auditing profession and adheres to the highest ethics and standards, the mission is to protect the financial interests of the

South African public and international investors through effective regulation of assurance in accordance with internationally recognised standards and processes.

- 3.2 The IRBA was established in terms of the Auditing Profession Act, Act 26 of 2005. Section 11 of the Auditing Profession Act provides that the Regulatory Board consists of not less than six but not more than 10 non-executive members appointed by the Minister. (Annexure A).
- 3.3 The previous IRBA Board comprised of (6) six members whose term has come to an end on 9 May 2020. The Minister is recommending the appointment of a total of 10 non-executive members to the Board.

### APPOINTMENT OF BOARD MEMBERS

- experienced executive and non-executive director with 19 years' experience in serving in various governance positions in the public and private sector. She has a substantial understanding of good corporate governance, corporate strategy and enterprise wide risk management to name just a few, and this will be very valuable at IRBA. She currently also holds a number of other non-executive appointments.
- valuable to the IRBA Board that must deal with audit inspections and disciplinary cases. The served as the Head of Department for the North West Local Government and Housing department from 2001-2009 and North West Public Safety department from 2010-2011.

SECRET

- 3.6 South African Reserve bank. He was appointed as the Deputy Registrar of Banks from 1 April 2006 to August 2013 and in this role he was involved with various governance structures of the major banks. Following retirement from the Reserve Bank he was appointed as the Chief Risk Officer of uBank Limited.
- finance, private equity and investment management. She is a qualified CA (SA) and has also completed her MBA. She is currently employed at Lonrho Group as an investment manager and also serves as a non-executive board member for Bigen Africa (Pty) Ltd.
- business systems implementation, and has served on a number of committees and boards. She holds a post graduate diploma in business administration and she is a member of the institute for Bankers South Africa (CAIB). She specializes in risk management and corporate governance.
- been a director and board member of numerous companies. During his long career he was Chairman of EY and President of the Johannesburg Stock Exchange, as well as the CEO of Liberty and Chairman of Sanlam. He is a founding member of the King Committee and is still serving as a member, he also served in the Governance Review Task team of SAICA. He is currently a director at SASFIN Financial Services (Pty) Ltd and at ASPEN Pharmacare Holdings Ltd.
- 3.10 s a CA (SA) and has extensive experience in the financial services sector spanning over 40 years with various roles including group internal audit executive for Old Mutual and group finance director for SECRET

MMI Holdings. His Board experience includes serving as non-executive director on a number of boards such as Santam (member of audit and risk committee), BrightRock Group (Chairman of the audit, risk and investment committee), Centriq group (member of the audit, risk and investment committee) and Miway group (member of the audit and risk committee).

serving on the Boards of Senwes (Agri businesses), Cell C (Chairperson of Audit Committee), Adcorp, EOH (Chairman of Risk and Governance committee), Land Bank, Land Bank Insurance Company (Chairperson of Investment & Actuarial Committee), Chairperson of Sybrin (EOH subsidiary), ETG (nput Holdings (Chairperson of Audit committee) and Murray& Roberts amongst others.

consulting and advisory work. In December 1999, he was appointed by the President of the Republic of South Africa as Auditor-General of South Africa for a seven-year term which ended in November 2006. He also served as Chairperson of the United Nations Panel of External Auditors and he was the Secretary General for the Auditors General Association on the African Continent.Previous experience includes being the Group Executive of Business Risk Management for MTN. He retired as full time executive at MTN in February 2005, and he currently serves on the Boards of various companies and community based non-profit organisations.

Auditing and is also a CA (SA). She is a member of the Davis Tax Committee and is an academic representative on the Auditing Guidance committee of SAICA as well as on the Board of the PwC Business School.

- 3.14 The Curricula Vitae's (CVs) of the proposed candidates are attached as **Annexure B.** 
  - 3.15 In effecting these appointments, the Board will comprise of 10 Board Members. Annexure C attached illustrates the Board's composition, inclusive of the proposed appointments depicting gender, race and Board members' areas of expertise.
  - 3.16 The King III Report on Corporate Governance recommends that the Board comprises of a majority of non-executive directors. The IRBA Board comprises of 100% non-executive and 100% independent directors.

### 4. IMPLEMENTATION PLAN

The appointment of the ten Board members will be effective from commencing from the date of approval by Cabinet.

### 5. ORGANISATIONAL AND PERSONNEL IMPLICATIONS

None for Government. Remuneration of Boardmembersfromoutside the public service willbepaid by IRBA.

### 6. FINANCIAL IMPLICATIONS

None. The proposednomineeswillbereplacing the outgoingmembers of the Boardwhich have been budgeted for by IRBA.

### 7. RISK / RISK MITIGATION

The appointment of the Boardmembers are in line with the legislation. There are no furtherrisksidentified.

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### 8. COMMUNICATION IMPLICATIONS

Upon approval of the appointment to the Board, these Board members will be informed of their appointments.

### 9. CONSTITUTIONAL IMPLICATIONS

None.

### 10. IMPLICATIONS FOR VULNERABLE GROUPS

None.

### 11. SECURITY IMPLICATIONS

None

### 12. DEPARTMENTS AND PARTIES CONSULTED, RESPONSES AND COMMENTS

12.1 The Cabinet Memorandum was not prepared in consultation with the Governance and Administration Cluster because the Auditing Profession Act, (Act 26 of 2005), outlines the Board appointment process.

### 13. RECOMMENDATIONS

13.1 It is recommended that the Deployment Committee:

(a) Supports the nomination of and eappointed as Members of the IRBA Board for a period of two (2) years, commencing from the date of

SECRET

approval by Cabinet subject to verification of qualifications and security clearance to be conducted by the Board of IRBA.

### LEPELLE NORTHERN WATER BOARD

### **INTERVIEWS REPORT**

### FOR DEPLOYMENT COMMITTEE

BY



**MARCH 2021** 

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#### EXCUTIVE SUMMARY AND BRIEFING NOTES OF THE LEPELLE NORTHERN WATER BOARD INTERVIEWS HELD ON THE 13<sup>TH</sup> MARCH 2021

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Seconder, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Seconder. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities.

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water. A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process.

The Deployment Committee is requested to note the Board appointment process of the Lepelle Northern Water and approve its Chairperson and Deputy Chairperson from the recommended candidates as indicate in the Interview Report.

INTERVIEW REPORT BY THE SELECTION PANEL ON THE RECOMMENDED CANDIDATES FOR APPOINTMENT IN THE NEW BOARD OF LEPELLE NORTHERN WATER

#### 1. INTRODUCTION

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The primary role of Lepelle Northern Water is the provision of bulk water and related services to the Municipal areas of Middle Letaba, which serves both Vhembe and Mopani District Municipalities, Olifants River Water development Project which serves Polokwane Municipality, Sekhukhune District and Capricom District Municipality and Mogalakwena Local Municipality in Polokwane. It is also recognised that Lepelle Northern Water Board operates within province with major water and sanitation backlogs and most importantly provides bulk water services to municipalities with little economic activities.

The Selection Panel would like to express its gratitude and appreciation to the Department of Water and Sanitation as well as the Minister of Human Settlements, Water and Sanitation for all the support provided. The support provided enabled the Panel to deal with and conclude interviews of candidates during the meeting held on 13 March 2021.

#### BACKGROUND

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Seconder, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Seconder. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities. The table below indicates the members of the Selection Panel as approved by the Minister:

No.	Name and Surname	Profile	Designation on the Selection Panel
1.		Chairperson: Select Committee Cooperative Governance and Traditional Affairs, Water and Sanitation and Human Settlements	Chairperson
2.	NO CONTRACTOR OF THE PARTY OF T	Advisor to the Minister of Human Settlements, Water and Sanitation	Ordinary Member
3.	WIT THE NAME OF THE OWNER, THE OW	Representative of the Premier of Limpopo Province	Ordinary Member
4.		Head of Administration Water and Sanitation	Ordinary Member
5.	Ms North Za	Member of Minister's Advisory Panel for Human Settlements	Ordinary Member
6.	No your	Acting Director-General: Water and Sanitation	Ordinary Member

Honourable, T Dodovu, the Chairperson of Selection Panel tendered his apology due to death in the family. Mr Beza Ntshona was nominated and confirmed by fellow panellist to stand in as Chairperson of the Selection Panel, so that the selection panel may go ahead and complete the interviews for Lepelle Northern Water.

In addition to the members of the Selection Panel, the following officials were also present to provide administrative support to the Selection Panel:

Ms T Sigwaza-DWS (Institutional Oversight)

Ms E Bofilatos-DWS (Institutional Oversight)

Ms N Ingwane-DW\$ (institutional Oversight)

Ms S Govender-DWS (Institutional Oversight)

Ms N Mbele-DWS (Institutional Oversight)

#### 3. SELECTION PROCESS

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water.

The Selection Panel deliberated extensively to produce a shortlist of candidates that meets the criteria outlined in the advertisement and crucially in ensuring that the mandate of the Minister is executed without fail.

A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

#### 4. INTERVIEW PROCESS

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

Finance, Audit and Risk Management;		
Human Resources;	,	
<ul> <li>Environmental Management;</li> </ul>	·	
JCT; and		
• Legal		

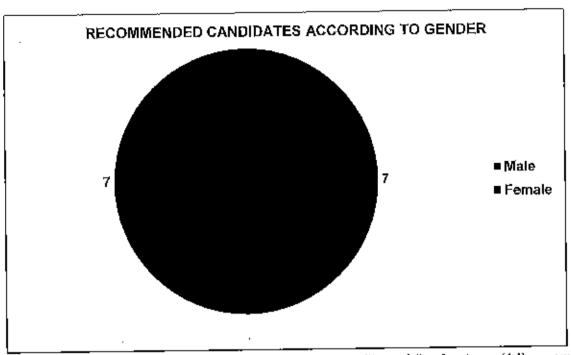
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

No.	Candidate	Competency	Gender	Location	Score
1	Andrew	Finance	Male	Limpopo	199,5
2		Engineering	Male	Gauteng	177,5
3		Science and Technology	Female	Limpopo	174
4		Environmental  Management	Male	Gauteng	171,5
5		Environmental  Management	Female	Gauteng_	157,5
6		Legal and Risk Management	Male	Limpopo	155,9
7		Environmental Management	Male	Gauteng	152,5
а		Corporate Governance	Male	Limpopo	148,5
9		Legal and Risk Management	Female	Gauteng	137
10		Corporate Governance	Female	Limpopo	136,5
<b>1</b> 1	As Chile	Engineering	Female	Gauteng	134
12	CHARLES OPIN	Corporate Governance	Male	Gauteng	129
13		Corporate Governance	Female	Gauteng	125,5
14		Corporate Governance	Female	Eastern Cape	124

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

Gender	
Females	
Male	
Race	
Black African	14
Total number of candidates: 14	

#### 5. RECOMMENDATIONS

It is recommended that the Deployment Committee:

#### 5.1 Considers the following for the position of the Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1		Science and Technology	Female	Limpopo	First time
2	- Administration of the land	Legal and Risk Management	Female	Gauteng	Interim Board
3	e de la composition della comp	Environmental Management	Male	Gauteng	Interim Board

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1	Automis, Automobis	Finance	Male	Limpopo	First time
2	i i i i i i i i i i i i i i i i i i i	Engineering	Male	Gauteng	First time
10		Corporate Governance	Female	Limpopo	First time

RECOMMENDATION 5.1	
Candidate Water.	is appointed as the Chairperson of Lepelle Northerr
RECOMMENDATION 5.2	
Candidate Northern Water.	is appointed as the Deputy Chairperson of Lepelle .
Duly signed:	

DATE

CHAIRPERSON: DEPLOYMENT COMMITTEE



## TRANSPORT MINISTRY REPUBLIC OF SOUTH AFRICA

## ADVISOR'S NOTE

# RAILWAY SAFETY REGULATOR - BOARD RECOMMENDATION

# APPOINTMENT OF RSR BOARD OF DIRECTORS

Section 8 of the National Railway Safety Regulator Act, 2002 (Act 16 of 2002) provides as follows:

## 8 Board of Regulator

- (1) The Regulator is governed and controlled by a board of directors.
- The board must-
- (a) ensure that the Regulator strives for the achievement of the objects referred to in section 5, and
  - (b) exercise general control over the performance of the functions of the Regulator.
- (3) The board represents the Regulator and all acts performed by the board, or on its authority, are acts of the Regulator.
  - (4) The members of the board are appointed by the Minister.
- (5) (a) The board is answerable to the Minister and it consists of a minimum of seven and a maximum of 13 members who have wide experience of and demonstrate acumen in one or more of the following:
  - Management of railways;
    - ii) safety in transportation;
- iii) corporate management;
- iv) commerce, finance, legal and economic matters;
- v) transportation of dangerous goods; and
- (vi) special knowledge that could be of value to the Regulator in the performance of its functions.
- (b) The Board consists of-
- (i) the Chief Executive Officer, by virtue of holding that office;
- If the Minister specifies an office in the Department for the purposes of this subsection, the person for the time being holding that office;
  - a person delegated by the Minister of Labour and a person delegated by the Minister of Safety and Securify, and

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

- (iv) subject to paragraph (a), not more than nine other persons representing the railway industry, organised labour and the community.
  - (c) The members contemplated in subsection (5) (b) (ii), (ii) and (iii) do not have voting rights.
- (6) The Minister must appoint a chairperson and a deputy chairperson from among the members of the board, excluding the chief executive officer.
- (7) Before the members of the Board are appointed, the Minister must, through the media, invite members of the public to nominate persons who comply with the criteria
- (7A) The Minister must, within 30 days from the date of appointment of the member or alternate member of the Board, notify Parliament such appointment and publish a contemplated in subsection (5).
  - (8) A person is disqualified from being appointed or remaining a member of the board if he or shenotice in the Gazette.
    - is not a South African citizen.
      - is declared insolvent;
- is convicted of an offence and sentenced to imprisonment without the option of a fine; or
  - becomes a member of-
- Parliament;
- a provincial legislature;
  - a Municipal Council;
- the Cabinet; or
- the Executive Council of a province.
- (9) A member of the board may not be present during, or take part in, the discussion of, or the taking of a decision on, any matter before the board in which that member or
  - (10) Upon appointment of a person as a member of the board, that person must submit to the Minister and the board a written statement in which he or she declares his or her spouse, life partner, child, business partner or associate or employer, other than the State, has a direct or indirect financial interest.
    - whether or not he or she has any interest contemplated in subsection (9).
- (11) (a) If any director acquires or contemplates acquiring an interest which could possibly be an interest contemplated in subsection (9), he or she must immediately in writing declare that fact to the Minister and the board.
  - (b) If an organisation or enterprise in which a director has an interest contemplated in section (9) is requested to offer its services, the director must immediately, in writing, declare his or her interest to the Minister and the board.
    - (12) (a) The chairperson of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
      - (b) The chairperson is eligible for reappointment upon expiry of the term of his or her office
- (13) (a) A member of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
  - (b) Such member of the board may be reappointed upon expiry of the term of his or her office.
- (c) Notwithstanding paragraph (a), the Minister may extend the term of office of any member of the Board for such further period as it may take to finalise the
  - appointment of a new Board.
- (14) (a) If a director dies or vacates office, the Minister may appoint another person as a director.
- (b) The person so appointed serves for the unexpired portion of the predecessor's term of office.

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

#### NOTES

- The RSR Board's ferm expired on 30 September 2019 and was subsequently extended.
- In terms of the enabling law, the RSR Board consists of a maximum of 12 members composed of 9 non-executive Directors, 1 nominee of the Minister of Labour, 1 nominee of the Minister of Police and 1 person representing the Rail Branch of the Department.

The principles outlined in the HANDBOOK FOR THE APPOINTMENT OF PERSONS TO BOARDS OF STATE AND STATE CONTROLLED INSTITUTIONS were given consideration in the elimination process:

# MEMBERS OF THE NATIONAL ASSEMBLY

their oversight role (individually and collectively). Board members, on the other hand, have a duty to participate in and take decisions in the best interest of the Parliament utimately oversees organs of state, and the appointment of members of Parliament to boards could create a conflict of interest when members are fulfilling nstitution. Boards are also accountable to the responsible Executive Authority and ultimately Parliament as regards the execution of their mandate and performance. Paragraph 4, Chapter three of the Handbook provides:

## PUBLIC SERVICE OFFICIALS

of a board member of a state or state-controlled institution, on the other hand, is to work towards achieving the statutory interests of the institution. There is a An official's first duty as an employee is towards the Executive Authority and towards the current government through the head of the department. The principal duty potential conflict of interest when an official serves as a board member. Paragraph 37, Chapter Three of the Handbook provides:

However, there may exist special circumstances under which public service officials may serve on the board of a state or state-controlled institution. Where such an official serves on the board in private capacity, paragraph 38(c) of the Handbook provides. Officials may serve on boards in their private capacity, provided that the Executive Authority responsible for the institution grants permission in terms of section 30 of the Public Service Act if remunerated work is involved.

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

### SUMMARY

					ļ	[		
SKILL	₩ 	GENDER		RACE			BELOW   JUIAL	]   JOI &
	aleM	Бещав	Africen	Coloured	Indian	White		
	21.		,					-
Management of railways	_		_					
Safety								,
Acronito Management	-	- 	~					~
Componate Ivial tage Inchit	-			-	_	_		-
Finance	-			-		•		,
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10801			ļ				-	Ψ-
Economic Matters			-\ -\					-
Commerce			_					-
Transportation of dangerous goods		-	-					- -

3 other members representing:

Minister of Labour Minister of Police

Official responsible for railway safety in the Department

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

The recommended candidates are listed below. Mr BJ Nobunga is recommended as Chairperson and Ms Nompumelelo Ekeke as Deputy Chairperson.

CH	SKILL CATEGORY	GENDER   RACE	RACE	AGE	SUMMARY
_					
	Forensic Investigation	Male	Coloured	47	Adv Weapond is a 47-year old coloured male whose expertise and experience are in the field of forensic investigation. His experience spans both the private and public sectors. In the private sector he worked as forensic and fraud investigator for FNB, a forensic auditor for Goldfields (Pty) Ltd. In the public sector he has worked for the SASSA, Gauteng Dept of Finance and the NPA as a Special Investigator. His Board experience includes serving as a member of the Information Regulator (current), Chairperson of the Audit Committee for the Office of the Premier (Eastern Cape) and Chairperson of the Risk and Fraud Prevention Committee at Mikhondo Municipality. He holds a B.Comm Honours in Information Technology, a B.Tech in Policing/Investigations and an LLB degree.
2.	Railways	Male 	African	£	
ei	Law	Female	African	48	Ms Khumalo is a 44-year old attorney whose expenence includes serving as a Logistics Manager for Transnet Freight Rail, Customer Services Manager for Transnet Rail Engineering and Marketing Consultant for Transnet Housing. She holds an LLB degree.
4.	Disaster Management	Female	African	85	Ms Ekeke is a 56-year old African female, whose experience includes disaster management and occupational health & safety. She holds a B.A and B.Ed degrees, a Diploma in disaster management and is currently reading for a Masters in Disaster Management. Ms Ekeke is the recommended candidate for Deputy Chairperson of the Board.
uò	Human Resources	Femsle	African	<u> </u>	Ms Mathibedi is an African temale who currently works as a marteging powerous of likitsing Community Network. Her experience spans the public and private sectors. In the public sector, she has served as Executive Manager at the Culture, Arts, Tourism, Hospitality, Sports SETA (CATHSSETA), HR Executive at CBRTA, Senior HR Manager at ICASA and HR Manager at SA Post Office. In the private sector she served as the National HR Manager for Price-WaterhouseCoopers.
9	Engineering	Female	Afficen	8	Chiloane-Nwabueze is a 36-year old Affican temale Engineer, whose experience in the public sector includes serving as Research Specialist and Research Manager at

# RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

Ekurhuleni Metro. She currently serves as a Civil Engineer for the Municipal Infrastructure Support Agent (MISA). She holds an M.Sc in Engineering and an MBA. She is currently reading for a Phd in Civil Engineering.	7 0 0 2 2 1 1 1 1		Mr. Nobunga currently serves as the Depuit Collapse and the Agency Collapse and Mr. Nobunga currently serves as the Depuit Collapse serving as a Member of Regulator. His experience in the public sector includes serving as a Member of Parliament, member of Moumalanga Legislature, Depuity Speaker of the Mpumalanga Loputy Speaker of the Mpumalanga Housing & Rental Stock Growth Agency (MEGA), member of the Mpumalanga Housing & Rental Stock Tribunal. He currently serves as the CEO of the Mpumalanga Tourism and Parks Agency. He holds a B.Comm Honours degree, Advanced Diploma in Economic Policy and a Diploma in Public Relations. Mr Nobunga is the recommended candidate for Chairperson of the Board.
	<del>*</del>	<u>.</u>	89 
_	African	white (	African
	Female	Male	Male
	Finance	[sw	Governance
		ω.	σ;



#### civilian secretariat for police service

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

Private Bag X922, PRETORIA, 0001 Van Erkom Building, Van Erkom Arcade, 7th Floor, 217 Pretorius Street PRETORIA, Tel: (012) 399 2500/2/3, Fax (012) 393 2536/8, WEB: <a href="www.policesecretarial.gov.za">www.policesecretarial.gov.za</a>

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Reference:	·	Date:	2020/02/24
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CAPACITY	SIGNATURE	RECEIVED	CORRECTION	FROM CORRECTION	
CHIEF DIRECTOR: CORPORATE SERVICES					
SECRETARY FOR POLICE SERVICE					
MINISTER OF POLICE					

#### RETURN

FUNCTIONARY	ROUTED TO		POSTAL	DATE
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Secretary for Police Service				
Chief Director: Corporate Services				



#### civilian secretariat for police service

Department: Civilian Secretariat for Police Service REPUBLIC OF SOUTH AFRICA

#### SUBMISSION TO THE MINISTER

DATE:	2020/02/24	FILE NR:	
TO:	THE PORTFOLIO COMMITTEE FOR POLICE SERVICE	FROM:	MINISTER OF POLICE

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	IGRESTORATE (IRIC)			

#### 1. Purpose

The purpose of the submission is to report to the Portfolio Committee for Police Service on the filling of post of the Executive Director: IPID.

#### 2. Policy Guideline

- 2.1 Public Service Act of 1994 as amended, the Public Service Regulations of 2016 and the IPID Act of 2011.
- 2.2 Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally.

#### 3. Delegation of Authority

Minister of Police

#### 4. Discussion

4.1 The post of Executive Director: IPID was advertised on the Sunday Times with the closing date of 12 July 2019, however as a result of poor response, the post was readvertised with the closing date of 30 August 2019.
ANNEXURE A.

A total number of 49 applications were received through post office and walk-ins. The list included all the candidates who applied on both adverts. The shortlisting was conducted on 18 February 2020. Four applicants were shortlisted for the interviews. The gross list is attached.

ANNEXURE B.

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5.3. Based on the above, the recruitment agency that specialises in the recruitment of Executives will be appointed in line with the supply chain process of the Civilian Secretariat for Police Service who is facilitating the process. It is envisaged that the whole recruitment process will be completed by 30 April 2020.

#### 6. Financial Implications

All financial implications of recruitment of this post, including advertising, recruitment agency fees will be claimed by CSPS from the IPID.

#### 7. Recommendations

It is recommended that the Portfolio Committee for Police Service:

- 6.1 takes note of the attempts that were made and the process that was followed for the appointment of the post of the Executive Director: IPID.
- 6.2 takes note of the Head-hunting process that will be followed and the commitment to complete the whole recruitment process by 30 April 2020.

CHIEF DIRECTOR: CORPORATE SERVICES
DATE:

Paragraph 6.1; 6.2 Support/ not supported
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Comment:	 	<u> </u>

SECRETARY FOR POLICE SERVICE DATE:

Paragraph 6.1; 6.2 Approved / Not Approved/Amended	
Comment:	

MINISTER OF POLICE DATE: The shortlisting and interview panel comprised of three Ministers, as prescribed by the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally; the Deputy Minister of Police and the Secretary for the Civilian Secretariat for Police Services. Below is the list of panel members:

INITIALS & SURNAME	DESIGNATION
General BH Cele (MP) Chairperson	Minister of Police
A CONTROL OF THE PROPERTY OF T	Minister of Communications and Digital
	Technology
	Minister of Justice and Correctional
17,41016	Services
	Deputy Minister of Police
	Head of Department – Civilian Secretariat
	for Police Service
Human Resources Representatives:	Chief Director: Corporate Services
	Deputy Director: Human Resources
	Management

- 4.2 Listed below is the shortlisting criteria used to shortlist the candidates:
  - a). A Bachelor's Degree (NQF level 7) and post graduate qualification (NQF level
     8) qualification.
  - b), 8 years Senior Management level in the Public Service.
  - c). Knowledge of the criminal Justice System.
  - d). Employment Equity.
  - e). Strategic capability, leadership and management skills.
  - f). Financial and people management.
- 4.3 Four candidates were shortlisted from the ten identified, however one of them, Adv Molefe withdrew his candidature. Below is a list of those candidates who were shortlisted and interviewed on the 24 February 2020.

#### 4.3.

Ms Ntshangase is an African female who is currently employed at IPID as a Provincial Head of IPID in the Gauteng Region.

4.3.

is the current Acting Executive Director IPID. He has been acting in the position for twelve months. He is appointed as the Chief Financial Officer in the Department.

4.3.4

urrently a Chief Director. Foresight Planning and Modelling at the Department of Communications.

#### 5. Consideration of each candidate

- 5.1 After the interview and deliberations on each candidate, the panel took a decision that non of the candidates could be considered for appointment of the Executive Director of IPID.
- 5.2 The panel also took a decision that a Head-hunting process must be embarked upon in line with the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally, which outlines the process as follows:
- 5.2.1 Section 5.4. (c) (ii) states that in the event where the subsequent selection process fails to recommend a suitable candidate for appointment, or in cases where a successful candidate is no longer available headhunting may be embarked on.
- 5.2.2 During such headhunting process departments must use the same criteria as originally advertised (e.g. educational qualifications and remuneration on offer).
- 5.2.3 Candidates identified through such headhunting must, however, be assessed by the same selection committee and against the same selection criteria applied in respect of those candidates initially shortlisted and interviewed.
- 5.2.4 Only in the event where no candidate is found to be suitable, a process of targeted headhunting may be initiated; i.e. individuals who meet the requirements of the post are approached to submit their CVs to be considered for the vacant position.
- 5.2.5 It speaks for itself that the candidature of persons interviewed prior to the headhunting process and who were found not suitable, cannot be considered for appointment together with possible headhunted candidates.
- 5.2.6 Although comparison of a headhunted candidate with initial candidates will obviously take place, initial candidates who were found not suitable cannot be considered for appointment should headhunting also fail to render a suitable candidate.
- 5.2.7 In terms of section 5.4 (i) (e) of the same document, Recruitment agencies may be used to act as intermediaries between the employer and prospective members. An EA may utilise an appropriate agency to identify candidates for posts, as long as the advertising and selection procedures comply with Public Service selection principles.

Postgraduate in Management, Bachelor Baccalaureus Paedonomaiae, Senior Teacher Dipfoma, Management Service	PhD, Master of Science, Bachelor of Science, Programme in Project Management, Senior Certificate	Master Legum in Administrative
Executive and Betrategic Leadership, Governance and Administration, Financial Management, Human Resource	Executive and Strategic Leadership, Project Management, Lecturing, Research and Technology Development, Financial Management, Business Development	Legal, Executive
Gauteng	Nationality: Lesotho and in a process of naturalization	Gauteng
	•	
African	African	l
Brand South Africa Acting CEO, DCDT Deputy Director General: Governance and Administration, DPSA Chief Director: Corporate Resource Management, MISA Corporate Service, DPSA Acting Chief of Staff, DPSA Acting COO, DPSA Acting DDG: Governance, DPSA Acting DDG: Management of Compensation, Director: DoD Human Resource Policy Management Director, DoD Labour Relations Director, Department of Defence (DoD) Deputy Director: Management Consultancy Service, Department of Home Affairs Work Study Practitioner	CSIR NextGen Enterprises and Institutions: Impact Area Manager, CSIR Meraka Institute: Principal Researcher and Research Group Leader, CSIR Meraka Institute: Senior Researcher, National University of Lesotho Head of Department, Alabama State University Adjunct Instructor, National University of Lesotho Lecturer	3.

	ŧ		and Strategic	and Municipal Law,
Director at MC Consulting, Group Executive Legal and			Leadership	Baccalaureurs
Regulatory at Internet Solution, South African				Procurationis,Baccalaureurs
Forum E				Legum, Nyukela Public Service
Department at Gauteng Provincial Department, Board				SMS Pre-Entry Programme
Member at Gauteng Provincial Liquor, Natal Spruit				
Hospital Board Member, Executive Director at Ekurhuleni	<del></del>			
Metropolitan Municipality, Chief Director at Department of				
Communications, Head of Department : Truth and			•	
Reconciliation at African National Congress				
4.	African	Gauteng G	Organisational	MBL, Bachelor of Social Science
	ĺ		Leadership,	Honours, Bachelor of Social
DCDT Deputy Director General : SOE Oversight and ICT			Corporate	Science Senior Certificate
Enterprise Development, Strategic Management Services			Governance,	
Chief Director at the Department of Higher Education and			Information	
Training, Chief Financial Officer at the Local Government			Communication	
Sector Education and Training Authority, Director			Technology,	
Banking Development, Ithala Development Finance			Finance	
Corporation Chief Operations Officer, DCDT Chief				
Director: Shareholder Management Unit, Director: Budget				
Office at National Treasury, Economist at Ntsika				
Enterprise Promotion Agency, Development Planner at				
MetroplanTown and Regional Planners and Development				
Consultants, Research at Development and Land use				
Economists, Research Assistant at University of Natal				



The Commission for Gender Equality (CGE) is an Independent statutory body created in terms of the Constitution of the Republic of South Africa, 1996 (as amended). The CGE is committed to a society free from gender oppression and all forms of inequality. Applications are invited from suitably qualified candidates for the following position:

#### CHIEF EXECUTIVE OFFICER (5-years performance-based contract) All-inclusive negotiable annual remuneration package

This position reports to the Chairperson and Commissioners of the CGE. The successful candidate will be required to lead CGE secretariat in advising and support the CGE in a manner which ensures that the CGE discharges its legislative mandate and obligations consistent with national and international best practises.

#### Requirements:

- A post graduate qualification or NQF level 8 in one of these disciplines Law, Social Sciences, Human Rights or Gender and Development.
- A minimum of 7 years proven leadership experience in similar environment, 5 of which must be at executive level.
- Understanding and knowledge of the human rights, gender equality, PFMA and other relevant legislation including international human rights protocols.
- •Extensive experience in managing financial and human capital including governance principles and related matters

#### The successful candidate must:

- •Ensure that the CGE secretariaf fully supports the Commission to execute its mandate in terms of the Constitution of the Republic of South Africa, 1996, the CGE Act, and any other applicable legislation.
- •Prepare and submit an annual Strategic Plan and Budget to the employer for approval.

- •Implement the approved Strategic Plan and Annual Performance Plan and report to the employer on progress on monthly, quarterly and on adhoc basis as the employer may require.
- Provide general leadership, direction and implement transformation and change management processes and initiatives.
- Ensure that there is proper, accurate leadership and management of the CGE secretariat at all times.
- •Have the drive , leadership and good networks that can be mobilised to the strengthen the CGE's mandate
- •Ensure that the CGE secretariat and CGE service providers comply with relevant laws and regulations that apply to the operation of the CGE.
- Ensure the highest level of service delivery by CGE secretariat

Please submit the following: CV and Certified copies of ID, qualifications & telephone details & e-mail addresses of contactable three contactable referees via email to address

accepted. will be applications note that late Please пο Correspondence will be limited to the short-listed candidates only. Applicants with a foreign qualification must submit a SAQA evaluation report of their qualification. The CGE reserves the right not to fill this advertised position. The CGE is an equal opportunity, affirmative action employer committed to the achievement and maintenance of representivity (race, gender, and disability). Preference will be given to South African cifizens. All shortlisted candidates will be subjected to competency assessment.

For general enquiries: Ms. Mankwele Mangwanatala, Tel: 083 579 3284

Closing date: 26 June 2020



#### MINISTRY OF POLICE REPUBLIC OF SOUTH AFRICA

Private Bag X463 Pretoria 0001, Tel: (012) 3932800, Fax: (012) 393 2819/20 Private Bag X9080 Cape Town 8000, Tel: (021) 467 7021, Fax: (021) 467 7033

The Honourable Speaker of National Assembly Parliament of the Republic of South Africa Cape Town 8000

Dear Honourable Speaker

#### PROGRESS REPORT ON THE APPOINTMENT OF THE EXECUTIVE DIRECTOR FOR THE INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

- In terms of Section 6 of the IPID Act, 2011 the Minister is empowered to nominate a suitable qualified person for appointment to the office of Executive Director to head the Directorate in accordance with a procedure to be determined by the Minister.
- The office of the Executive Director has been vacant since February 2019 and an acting Executive Director has been appointed to act in the position since then.
- 3. The Position of the Executive Director for IPID was advertised on the Sunday Times newspaper with the closing date of the 12<sup>th</sup> of July 2019. However due to poor responses, the position was re-advertised with the closing date of the 30<sup>th</sup> of August 2019.

- 4. On the 24<sup>th</sup> February 2020 the recruitment Panel consisting of Ministers of Police, Communications and Digital Technology, Justice and Correctional services, Deputy Minister of Police, Head of Department Civilian Secretariat for Police Service, conducted the interviews on the filling of the Executive Director Position for IPID.
- After the interviews and deliberations on each candidate, the Panel made a
  determination that none of the interviewed candidates could be considered for
  the position of the Executive Director for IPID.
- 6. The Panel took a decision that a Head Hunting process must be embark on in accordance with the relevant Public Service Recruitment Processes.
- 7. Due to the reasons mentioned herein above in paragraph No. 5, a request is hereby made to request Parliament to allow the recruitment Process to be finalised within the next two months or before the 30<sup>th</sup> of April 2020.
- Parliament will be advised on the outcome on the appointment of the Executive Director for IPID once the recruitment process is completed.



# RECOMMENDED LIST: DCDT DIRECTOR GENERAL POST - AUGUST 2020

Current Employment:  CASA General Manager: Consumer Affairs, Corrunsision on Gender Equality ( CGE) Head of Department: Public Education and Information, SABC Specialist Producer, Administration Board Northern Transvaal: Sport Organiser  Management  Management  Management  Management  Management  Management			st Gradus ant Studie of A	Honours, Bachelor of Arts, Certificate in Management, Certificate in Development, Senior Certificate
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	Pressed in Time, South African Early Child				Financial	Doctoris Technologiae
	Development Council Project and Contract Manager,				Management	Business
	Helen Joseph Hospital Board Member, Nokia					
	Siemens Networks Contract Manager, Telkom SA					
	Operations Manager, Project Consultant at Business					
	Process Re-engineering and iCare Flow-Thru,					
	Payphone Section Technician and Database					
	Administrator, Telkorn SA Technician and Test					
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	Current Employment:				Busjness	Management, Diploma
					Development	in Solution Sales
	General Manager: Southern Africa IT Infrastructure					Management, Diploma
	Life Services at Evernex International, Director, Africa		_			in Service Delivery
	Software and Application Business Development at					Management, Diploma
	Kamital Africus Network Consultant at Ericsson.					in Information Systems
	- 1		1			

	Regional Sales Manager at Tellnut(Pty)Ltd				Engineering
<del>\_</del>	Current Employment:  Head of Broadcast at KweseTV, SABC general Manager: Facilities, SABC Technical and Regional Manager, SABC National MCR Manager, SABC Sentor Technician, Deputy Presiding Officer at IEC,	Male	Gauteng	Technical Skills, Communication, Executive Leadership, Production Management	MBA, PDBA, SABC Technology Accelerated Management Development Programme, National Diploma in Engineering Electrical, Graduate Diploma in
					15 m
12.		African Female	Gauteng	Marketing Communications.	PhD Communication Science, Diploma in
	Current Employment:	) i			Internet Strudies,
				Digital Marketing,	<u> </u>
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	Lecture: Tshwane University of Technology, Senior				BA Comminication
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Programming Advisor at SABC, SABC General Manager. PBS Radio SABC General manager. Radio Strategy, SABC Group Programme Manager. PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Regional Manager, WorldSpace PTY LTD Content Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Corporation Programme Manager  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at					Governance,	Science, Dilpoma in
Manager. PBS Radio, SABC General manager. Radio Strategy, SABC General manager. PBS, Mindset Network Sales Manager. PBS, Mindset Network Sales Manager. WorldSpace PTY LTD Content Manager, WorldSpace PTY LTD Content Manager, Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Managernent Committee, Transkei Broadcasting Corporation Programme Manager  Corporation Programme Manager  Consultant: Senior IT Business Analyst at Agiflex Solutions, Serior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		7 Y			Technical,	21st Century
Strategy, SABC Group Programme Manager: PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Content Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Manager DBS Radio SARC General manager: Radio			Communication	Telecommunications,
Mindset Network Sales Manager, WorldSpace PTY LTD Regional Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Corporation Programme Manager  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Strategy SABC Group Programme Manager: PBS.				BA Hons in Speech
LTD Regional Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Corporation Programme Manager  Cornsultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Mindset Network Sales Manager, WorldSpace PTY				and Drama, BA in
Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Th Regional Manager WorldSpace PTY LTD				Communicatoion
General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Ϋ́				Science and Speech
Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager  Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at						Drama, Advanced
Management Committee, Transkei Broadcasting Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Transkei Broadcasting Composition Chairman of the				Marketing management
Corporation Programme Manager  Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Management Committee Transkei Broadcasting				Certifdicate, Certificate
Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Compration Programme Manager				in Management
Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowoentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at						Practice
Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at					-	,
Current Employment:  Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at	5.		African,	Gauteng	Strategic	Master of Business
at Agiflex at SITA, Flowcentric net-National	<u>.</u>		ł		Management,	Admin (2019), Bachelor
at Agiflex at SITA, Flowcentric net-National		Current Employment:			Business	of Commerce Honours
Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at			_	<u> </u> _	Management,	in Business
Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Consultant Senior IT Business Analyst at Aqiflex			ı	Management, Diploma
Consultant Business Analyst at Flowcentric Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Solutions. Senior Business Analyst at SITA,				
Tecnologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at		Business Analyst at				ND-Human Resources
Authority, Business Systems Coordinator		Tecnologies, Business Analyst at Transnet-National				Management
		Authority, Business Systems Coordinator				

	SEDA, CRM Helpdesk Administrator at SEDA, ICT								
•	Administrator at SEDA, 11 Intern at SEDA		Y			+			
ű		African,		Eastern Cape	Business Analyst		i Z	Honours	
<u>i</u>		1			.Marketing,	╘	<b>Business</b>	Business Management,	ť
			_		Specialist	<del>-</del>	Certificate in	e in Project	
	Current Employment:		_		100000			Management Bachelor	į
				_		_	अ <b>वाव</b> पुरा	ומות המתרות הייה המתרות	
	ICT Director of NMBM, Senior IT Manager at EC	_				_	to to	Science	_
	To consider the Manager of Department of Safety					_	Mathematics		and
	Legislature, IOT Mariager at Department of Ceresy						Compute	Computer Science)	_
	and Liason, Executive Head of Marketing and Sales						L		
	at Vodacom, Executive Head of Operations at								
	Vodacom South Africa, Customer Service Analyst at								
	Caltex Oil South Africa, Computer Programmer at BP					_			_
	South Africa Tutor at University of Cape Town								
ļ		African	ĺ	Gautend	Corporate	<u> </u>	Masters	of Business	SSS
17.				1	Governance.		Administr	Administration, Masters	<u>6</u>
		}	_				ų	Programme	5
	Current Employment:				Finance, out	_	5		D :
					Chain, Project and		Managen	Management, BSc Civil	Ξ
	2 C				Confract		Engineering	ing ( Hons),	(2)
	COO at Council for the Built Environment,						40000	<u>!</u>	-
	Construction Health and Safety Technical Committee				Management,		Celuicate	Ξ	<u>.</u>
	Committee			~	Strategic		operative	operative Governance	Φ
			_		Management				
	Member at CIBD, Acting CEO at Council for the Built					7			_
	Environment, Chief Director Engineering Services at								
	Department of Human Settlement, Acting Chief				Communication				
	Disputer Infrastructure and Operations at Department				Technology,				
	A cine Ohine				Business				_
	of Public Enterprise, Acting Citler Director				Description of	_			
	Infrastructure Planning at Office of the Gauteng				Development				
	Premier, Director Infrastructure and Operations at								
	Department of Public Enterprise, Director								
	_								
	_								
	House Owners Association, Senior Engineer Manager								_
	Infrastructure and Operations at Transet, Board								
	Committee Member at SA Institute of Civil Engineers,								$\neg$

Postgraduate Diploma in Business Management, Principles of Brand Management, Programme of Management Development, Project Management Certificate,	
Marketing and Communication, Corporate Governance, Leadership Skill, Project Management	
Gauteng	· · · · · · · · · · · · · · · · · · ·
African African (Carlos) is a second of the carlos of the	± <b>a</b>
Engineering Manager Infrastructure and Operations at Transnet, Market Trader at Entrepreneurial Enterprise, SRC President and School Governing Body at St Barnabas College  Current Employment:  Organisational Brand Management Head at Services Sector Education and Training Authority (SSETA), External and Government Relations General Manager at Nossan South Africa, Brand and Corporate Communication General Management and Provincial Operations Acting Group Executive at SABC, Operations Acting Group Executive at SABC,	General M SDirector at SDirector at SC C C C SC C C C SC C C C C SC C C C C
<b>∞</b>	et.

Φ

14 African males

1 Lesotho national – in the process of naturalization

#### DEPARTMENT OF PUBLIC ENTERPRISES

The Director-General of the Department of Public Enterprises (DPE) will be required to develop and lead a team that can effectively exercise the Shareholder's oversight responsibilities with increased vigour, and to help ensure that the seven Stats-owned companies (SOC's) in the DPE portfolio, reduce their reliance on the fiscus and return to financial and operational sustainability. These SOC's support a number of strategic priorities of government, including to accelerate investment in the economy, to promote industrialization, to stimulate local manufacturing and to promote socio-economic progress in the communities where they operate. Through corruption, mismanagement and state capture, considerable damage was done to SOC's.

APPLICATIONS The Department of Public Enterprises, Private Bag X15, Pretoria, 0028 or hand deliver at 80 Hamilton Street, Arcadia 0083 or 642 Chr Olivia street and Jacqueline Drive, Garafontein Pretoria, Postal Address: P.O BOX 394, Menlyn, 0063 or by email: dpe1@basadzi.co.za: Tel 012 998 8953/8049

FOR ATTENTION Human Resources

CLOSING DATE 26 July 2019

NOTE: Applications must be submitted on form Z83 and should be accompanied by certified copies of qualifications, ID as well as a comprehensive CV in order to be considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to screening and security vetting to determine the suitability of a person for employment. Failure to submit the requested documents will result in your application not being considered. SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The department reserves the right not to fill these positions. People with disabilities are encouraged to apply and preference will be given to the EE Terget.

OTHER POST

POST/ Director-General, REF NO DPE/2019/010 [3-year contract]

UNIT: OFFICE OF THE DIRECTOR-GENERAL

Salary Level 16: R1 978 533 per annum (att-inclusive remuneration package consisting of the basic salary of 70% and 30% flexible portion that can be structured according to individual needs)

REQUIREMENTS: An appropriate post graduate qualification (NQF Level 8) accompanied with at least 10 years of experience at senior managerial level (5 years must be a member of SMS in the Public Service, preferably in the public sector). The Global Economy, the Confinental Economy, the Southern African Regional Economy and the South African Economy. The South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements to give effect to these. Global best practice in the design and management of State-owned entities. The history and current state of the SOC's within the Public Enterprisee portfolio - in particular with respect to state capture and corruption - and how these SOC's, can be returned to operational proficiency and financial sustainability from their current precarious position. Management practice in the South African Public Service, Analytical thinking, lateral thinking, out-of-the-box thinking. Ability to work successfully with an executive authority or the equivalent, Leadership, management, administration, organizational design & development, change management,

monitoring and evaluation. Ability to work effectively with other players in Government and the Private Sector.

DUTIES: To marshal the resources of the DPE to advice, support and assist the Minister in his Mission to make the SOCs within the Public Enterprises Portfolio successful instruments of service delivery, enablers of economic growth and the providers of important, strategic economic infrastructure for our country. To lead, inspire, manage and constantly improve the DPE and its people and their ability to conduct oversight and help manage important asserts of the state. To be an effective member of the senior Government Administration team.

Enquirles: Henriette Strauss (012) 431-1022



### **DPE: DIRECTOR-GENERAL**

### **DEPLOYMENT COMMITTEE**

### JESSIE DUARTE DEPUTY SECRETARY-GENERAL

PRAVIN GORDHAN

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Annexure B
Annexure C
Annexure D

In a quest to maintaining consistency, the Selection Panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

The Selection Panel concurred with the criteria as outlined in the table below. The following table indicates the criteria used to select the candidates for recommendation to the Minister.

CRITERIA	DESCRIPTION
Appropriate skills set	<ul> <li>Skills profile of the proposed Board consist of:</li> <li>Engineering and infrastructure project management experience</li> <li>Understanding of Water resources and Environmental management</li> <li>Audit and public Finance;</li> <li>Legal and Risk management;</li> <li>Human Resources management;</li> <li>PFMA and King Code of Good Corporate Governance;</li> <li>Stakeholder empowerment</li> <li>Local government experience</li> </ul>
Generational mix	Age range
Gender representivity	50 % gender representivity
National and geographic spread	Balance between local and national
Race representivity	Representivity with 50% black Africans
Continuity-current board members	The norm is to have continuity but considering the current state of governance is not a key criteria.

The interviews were conducted using ten (10) questions that were posed to each candidate by the Panel. The Panel rotated on leading the interviews. In a quest to maintaining consistency – the panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

Competencies / Knowledge Areas	Board Members	Chairperson & Deputy Chairperson
·	Weighting	Weighting
Public Administration	10%	15%
Strategy, Leadership and Transformation	10%	25%
Industry and Institutional Knowledge	15%	10%
Corporate Governance, Governance protocols and Fiduciary duties	15%	20%
Technical Disciplines:  Technical, Engineering and Water Resource Management;	50%	30%

		 	 	_
Finance, Audit and Risk Management;				
Human Resources;	1			
<ul> <li>Environmental Management;</li> </ul>				
ICT; and				
Legal			<u>-</u>	

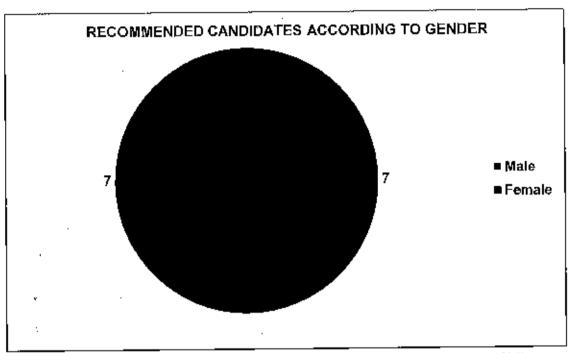
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

No.	Candidate	Competency	Gender	Location	Score
1		Finance	Male	Limpopo	199,5
2	de de la contra del contra de la contra del la contra de la contra de la contra del	Engineering	Male	Gauteng	177,5
3	Ebulula di jai	Science and Technology	Female	Limpopo	174
4		Environmental Management	Male	Gauteng	171,5
5	- Japan Jakane	Environmental Management	Female	Gauteng	157,5
6	Advocate	Legal and Risk Management	Male	Limpopo	155,9
7	and the Land	Environmental Management	Male	Gauteng	152,5
8	and a second and a second	Corporate Governance	Male	Limpopo	148,5
9	Adv. Mdi Anwedi Makena di ana	Legal and Risk Management	Female	Gauteng	137
10	a de la compa	Corporate Governance	Female	Limpopo	136,5
11	THE RESERVE OF THE PARTY OF THE	Engineering	Female	Gauteng	134
12		Corporate Governance	Male	Gauteng	129
13	No.	Corporate Governance	Female	Gauteng	125,5
14		Corporate Governance	Female	Eastern Cape	124

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

Gender	
Females	7
Male	
Race	
Black African	14
Total number of candidates: 14	<u> </u>

### 5.\* RECOMMENDATIONS

It is recommended that the Deployment Committee:

### 5:1 Considers the following for the position of the Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1		Science and Technology	Female	Límpopo	First time
2	New York and The Control of the Cont	Legal and Risk Management	Female	Gauteng	Interim Board
3		Environmental Management	Male	Gauteng	Interim Board

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1		Finance	Male	Limpopo	First time
2	the training	í Engineering	Male	Gauteng	First time
10	The second	Corporate Governance	Female	Limpopo	First time

RECOMMENDATION 5.1	
Candidate Water.	is appointed as the Chairperson of Lepelle Northern
RECOMMENDATION 5.2	
Candidate Northern Water.	is appointed as the Deputy Chairperson of Lepelle
Duly signed:	
	<u> </u>

DATE

CHAIRPERSON: DEPLOYMENT COMMITTEE

Annexure A: Candidates Profile

The following suitable candidates were recommended to be appointed as Board Members of Lepelle Northern Water.

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Qualification/s: PHD: Civil Engineering - Current (Wits), MBA - University of North West – 2018, MSc Eng Wits – 2017, BSc - University of Limpopo – 2009, BSc in Water & Sanitation - University of Limpopo – 2007	Skills: She possesses practical and technical knowledge that is coupled with a passion for water and sanitation, research, management, research and development, monitoring and evaluation of projects, environmental management, water and sanitation, civil engineering as well as project and programme management. I am currently employed by Agrement South Africa (ASA) as Technical Group Leader for Research and Development	Directorship: Not clearly stated in the CV  Qualification/s: PhD Construction Management - Nelson Mandela University - April 2020; MBA - Unisa - 2012; MSc - Built Environment - Nelson Mandela University -2010; BSc - Construction Management - University of Free State - 2013; BTech - Construction Management - TUT - 2003; NDip. Building - 2002	Skills: He has 20 years' experience in the built environment and engineering and has worked both in the public sector (three spheres of government namely local government, provincial government and national government) and private sector (consulting for consultants and contracting for a contractor).	Directorship:  Current: Committee Member: South African Council for Project and Construction Management Management Previous: Stakeholder: South African Council for Project and Construction Management Profession; Committee Member: Construction Industry, Development Board & Department of Public Works; Committee Member: Presidential Office; Technical Committee Member: Department of Economic Development
Female		Male		
African		African		
24		72		

### 2. Science & Technology

Qualification/s: MBA; PhD (Agriculture) ; MSc Agriculture; BSc Agriculture (Hons); BSc Agriculture	<b>Skills:</b> She is a seasoned professional and researcher with more than 30 years working experience. Possesses solid ability to deliver high levels of performance demonstrating exceptional people management experience to drive change and improve performance. Thorough understanding of governance, and working effectively with a board utilising strategic thinking, effective financial management and commercial acumen.	<u>Directorship:</u> <u>CURRENT:</u> Councillor to South African Veterinary Council; Permanent delegate of the Workshops on National Strategy for Sustainable Development (NSSD) facilitated by Department of Environmental Affairs (DEAT); Permanent member of National Department of Agriculture and Science and Technology Task Team (ASTIACO)	PREVIOUS: Member of the Task Team on Integrated Sustainable Rural Development and Urban Renewal Programme
Female			
African			
<b>2</b> 4			

# 3. Accountants, Treasury, Corporate and Project Finance

Qualification/s: MBA - WITs, - Master of Commerce - NWU, - Bcompt Honours - UNISA, Bachelor of Commerce - University of Limpopo	Skills: Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury	CURRENT: Estate Agency Affairs Board: member Audit and Risk Committee: 2018 - 2021; Limpopo Provincial Treasury: Audit Committee Chairperson of Cluster 2:2017 to 2019; reappointed 2020 to 2022; Gauteng Provincial Treasury: Audit Committee Chairperson of Cluster 2: 2018 to 2021; MICTseta: Risk Management Committee Chairperson:	PREVIOUS: North Development Corporation: Chairperson of Audit and Risk Committee (2017-2020); Tshwane University of Technology: Chairperson of Audit and Risk Committee (2018-2020); North West Department of Education: Member Audit Committee 2017-2020
Gualification/s: MBA UNISA, Bachelor of Com	Skills: Corporate Go External as well as for Management, Legal of Risk Management in Finance, Information Entrepreneurship, Wa	Directorship:  CURRENT: Estate A 2021; Limpopo Provir 2019; reappointed Z Chairperson of Clust	PREVIOUS: North Committee (2017-2020) Risk Committee (2018) Committee 2017-2020
Male			
African			
172			

## 4. Legal and Risk Management

Qualification/s: Masters of Laws (Corporate Law) - University of South Africa - 2019 LLB - University of Limpopo - 2010	Skills: Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury	<u>Directorship:</u> Not clearly stated in the CV <u>Qualification(s:</u> LLB; LLM: Corporate Law; LLM - labour Law (Current)	Skills: She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.	<u>Directorship:</u> <u>CURRENT:</u> Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation	PREVIOUS: Not indicated
Male		Female			
Prome. African		African			
58		108			

### 5. Environmental Management

	Qualification/s: PhD: Chemical Technology; MSc - Applied Radiation Science & Technology, Postgraduate Dipl Applied Radiation Science & Technology; BSc Physics & Chemistry	Skills: She is a seasoned professional female Nuclear Physicist, Water and Environmental Engineering Specialist Professional with an extensive corporate governance experience within the water and energy, waste, engineering and petroleum space, driven by a strong desire to achieve outstanding personal career growth and development.	Directorship: CURRENT: Non-Executive Director: Eskom SOC Limited; Chairperson: Eskom; Social and Ethics and Transformation Committee; Interim Chairperson: Water Task Team	PREVIOUS: Board Tender Committee Chairperson: Eskom; Audit & Risk and Investment and Finance Committees Member: Eskom; Commissioner: National Planning Commission, The Presidency, Department of Planning, Monitoring and Evaluation; Social and Ethics and Transformation Committee Member: NECSA; Social and Ethics and Transformation Committee Member: NECSA; Social Development Committee: NECSA	Qualification/s; PhD Environmental Geosciences;, MSc Environmental Sciences; BSc Environmental Sciences MBA	Skills: He has 16 years' experience in the Environmental Sciences field environmental management and legal compliance, Health and Safety Management, Community Development. Has technical expertise in Project Management, Environmental Management, Mining Charter implementation, Governance sustainability management and reporting. Has international and national academic publications, Journals
	Female				Male	
	African				African	
					•	
3 75	46				170.	

African Male African Male Dusiness Leadership (Masters), M. Eng. (Masters) - University of Pretoria, Mastern in Business Leadership (MBL) -UNISA, Diploma in Municipal Governance from the University of Johannesburg.  Skills: A seasoned executive specialising in environmental sustainability and engineering, with 20 years of industry experience gained in various senior roles across diverse industries and in both the public and private sector, including at the development finance institution.  Directorship:  CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered profession natural scientist with the South African Council for Natural Scientific Profession				<u>Directorship:</u> <u>CURRENT:</u> Interim Board Member at Lepelle Northern Water, Cort and Fred Consulting Engineers PTY LTD from (2014 to date)
African Male				PREVIOUS: None
Skills: A seasoned executive specialising in environmental sustainability and engineering, with 20 years of industry experience gained in various senior role across diverse industries and in both the public and private sector, including at the development finance institution.  Directorshíp:  CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technic reference groups at the Water Research Commission (WRC). Registered profession natural scientist with the South African Council for Natural Scientific Profession	179	African	Male	Qualification/s: B. Agric - University of Venda, B. Inst. Agrar (Hons) - University of Pretoria, M. Inst. Agrar (Masters), M. Eng. (Masters) - University of Pretoria, Masters in Business Leadership (MBL) -UNISA, Diploma in Municipal Governance from the University of Johannesburg.
CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered profession natural scientist with the South African Council for Natural Scientific Profession (SACNASP)				Skills: A seasoned executive specialising in environmental sustainability and engineering, with 20 years of industry experience gained in various senior roles across diverse industries and in both the public and private sector, including at the development finance institution.
CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered profession natural scientific Profession (SACNASP)			_	<u>Directorshíp:</u>
				CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered professional natural scientist with the South African Council for Natural Scientific Profession (SACNASP)

### 6. Corporate Governance

African Male Qualification/s: Post Graduate Diploma: Management; Advanced Certificate in Governance and Public Leadership; Diploma in Leadership Development and Management	Skills: He has 20 years' experience of which 10 years served as a Member of Parliament (MP) at Limpopo Provincial Legislature. He has the knowledge and understanding of organisational operations in the field of strategic and leadership
100	

management, stakeholder management, communications and human resources	<u>Directorship;</u> <u>CURRENT</u> : Interim Board Member at Lepelle Northern Water	PREVIOUS: None	African Male Qualification/s: Bachelor of Business administration; Executive Development Program; Certificate, Marketing, Certificate in Development Planning and Management; Bachelor of Commerce – Incomplete	<b>Skills:</b> He is a seasoned and experienced Socio-Economist cutting across several sectors of the economy, politics and business. These sectors encompass leadership roles in investment promotion, economic and business development, social development, job creation and retention and governance in the private sector.	Directorshíp: CURRENT: Interim Chairman - Lepelle Northern Water; Chairman-Black Association of Commercial Property Owners; Trustee-Collins Chabane Foundation	PREVIOUS: President, Black Management Forum, Limpopo; President, Polokwane Golf Club 2004 –2005  African Female Qualification/s: MBA; Masters Diploma: HR; BA - Psychology of Education; B.Ed	Skills: She has extensive governance experience. She has necessary skills, qualifications and competencies and possesses exceptional business and leadership skills. She has an intricate understanding of PFMA and has vast knowledge of the Public Service and the Schedule 2 and 3 entities, in terms of the PFMA.	<u>CURRENT:</u> Interim Board member at Lepelle Northern Water_Member: Audit and Risk Committee; Chairperson: Corporate Services Committee Member: ARCO of RTIA	·
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Qualification/s: Post Graduate Diploma: Human Settlement; Post Graduate Diploma: Management of Governance; B.Ed — Education; BA — Unisa; Diploma: Clothing Construction; Senior Secondary Teachers Cert.	<b>Skills:</b> She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance	<u>Directorship:</u>	PREVIOUS: Convener: Progressive Women's movement of SA; Board Member: Moletjie Community Radio Station; Chairperson: SANCO.  Qualification/s: Masters: Agriculture & Rural Development; Cert. Poultry Production; Honours Degree; Cert. Advance Computer; BA: Agriculture and Rural Development	Skills: She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance	Directorship: CURRENT:	PREVIOUS None
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Annexure A: Candidates Curriculum Vitae

Annexure B: Interview Panel Signatures

Annexure C: Declaration by Panel Members

Annexure D: Panel Members Attendance Register

## ROAD TRAFFIC INFRINGEMENT AGENCY BOARD APPOINTMENT

(8) The board meets at least twice per year or as often as may be required.

(8) The board determines its own procedures for meetings and decisions and may, in the absence of a chairperson, elect a member contemplated in subsection

(1) (a) or (b) as acting chairperson.

(10) Members of the board who are not in the full-time employment of the State may be paid such remuneration and allowances as may be determined by the Minister in consultation with the Minister of Finance.

### NOTES

The RTIA currently has no Board and the Registrar acts as both the Accounting Officer and the Accounting Authority of the Agency.

In terms of the enabling law, RTIA's Board consists of 7 members, one of whom is a Director of Public Prosecutions nominated by the National Director of Public Prosecutions and the other is the RTIA Registrar.

Minister is required to appoint 5 members to the Board.

Considering the role and mandate of RTIA and its centrality in implementing the AARTO Act, it is imperative that the skills mix of the Board must enable it to make sound decisions and effectively guide management in the execution of the day to day management of the Agency. The recommended list must therefore be published in the Government Gazette for comment/objections and a copy of the notice provided to the Portfolio Committee on Transport and the Select Committee on Transport, Public Service & Administration and Public Works & Infrastructure.

The final list of 5 candidates is reflected below.

## BREAKDOWN OF RECOMMENDED CANDIDATES

SKILL	E E	GENDER		RACE	щ		BELOW 40	TOTAL
	Male	Female	African	African Coloured	Indian	White		
Internal	-		-					-
Audit/Finance								
Legal	Ļ	2	33				-	63
Corporate	-				1		-	-
Governance								
TOTAL	3	2	Þ		-		2	'n

The National Director of Public Prosecutions has nominated the Limpopo Director of Public Prosecutions, Adv Ivy Thenga, making the representation on the Board 3 males and 3 females.

## ROAD TRAFFIC INFRINGEMENT AGENCY BOARD APPOINTMENT

2	NAME	SKILL CATEGORY	GENDER	RACE	AGE	ABRIDGED CV
<del>-:</del>	}	Legai	Female	African	4	Ms Zuld is an African female whose experience covers law and governance, with particular focus on supply chain compliance. Her experience in the public sector includes pioneering the establishment of a Municipal Bid Appeals Tribunal across 60 municipalities in KZN. She has worked as a Claims Assessor for the RAF. She currendy serves as a member of the DTPs Companies Tribunal, member of the Construction Industry Development Board (CIDB) Board and member of the llembe District Municipality Audit Committee.
~i	<b>)</b>	Legal/Policing	Male	Affican	29	Mr Mtsetwent is a 64-year old African male, whose experience is almost entirely in law enforcement. He has vast experience starting as a Traffic Officer and climbing through the ranks to an Acting Chief Superintentent: Internal Investigations. He has served as Deputy Director. Road Policing, Director. Business Liaison and Director. Logistical Suupport at the Tshwane Metro. He holds a B.Tach degree in Road Traffic and Municipal Police Management, a Certificate in Road Transport Management and a Higher Diploma in Management Studies. He has served as a member of the CBRTA, Provincial Regulatory Road Transport Agency and Municipal Regulatory Road Transport Agency. Mr Mtsetweni is recommended as Chajtperson the Road Traffic Infringement Agency (RTIA).
್		Corporate Governance	Male	Indian	88	Dr Dala is a 38-year old Indian Male who holds a Phd in Information Technology. His experience spans both the public and private sectors. He has served as a Director: IT Audit at National Treasury, Senior Manager: Information Security & Compliance at e-Commerce Online Gaming and Regulation Authority, Senior Consultant: IT Audit and Information Security Consulting at PriceWaterhouseCoopers, Orion Project Assistant at the Johannesburg Securities Exchange.
4.		Legal/Policing	Female	African	68	Ms Khosa-Shikwambana is an African Female who holds a Masters Degree in Policing. Her experience is in academia and is currently a Lecturer at the Tshwane University of Technology. She has written and delivered several papers on Policing. She holds a Masters degree in Policing, Diploma in Public Management, Certificate in Risk Management and Certificate in Private and Corporate Investigation. She is currently reading for a Ph¢ in Literature and Philosophy in Police Science.
τċ.	anexemptonio	Internal Audit/Fjnance	Male	African	33	Mr Ramokhele is a 33-year old African Male Charfered Accountant, whose experience is in auditing. He is currently a partner at Differentia Chartered Accountants. He holds a B.Com Accounting and Higher Diploma in Accountancy. His experience is in the private sector and has lectured financial reporting and management accounting at UNISA.



### MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA

Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100



Deputy President, Head of the Deployment Committee
African National Congress
Luthuli House,
Johannesburg
GAUTENG

### RE: DEPLOYMENT COMMITTEE CONSIDERATION AND APPROVAL OF COUNCIL MEMBERS FOR INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

Dear Comrade Deputy President

This serves to report to the Deployment Committee about work done regarding the Parliamentary process for the appointment of ICASA Council members by the Minister upon the approval by the National Assembly, having regard to a public participatory nomination, transparency and openness. In terms of the legal prescrips," the National Assembly will submit to the Minister a list of suitable candidates at least one and a half times the number of Councilors to be appointed".

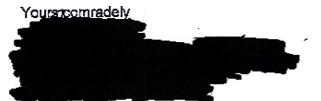
The National Assembly having invited nominations to fill five (5) vacancies in the ICASA Council, in accordance with the ICASA Act (as amended), with the closing date of September 2019, received 75 nominations. The Parliamentary Committee on Communications shortlisted and interviewed the candidates. After consultation and engagements with the ANC Study group in Parliament, with regard to the filling of the 5 vacant positions of ICASA Council,

attached is the prioritized list of 10 candidates, read with the original full list of applicants received of 75 candidates.

Initially ICASA had 9 Councilors, the Chairperson Mr. Ruben Mohlaloga was removed by Parliament after an inquiry, eight (8) Councilors remained and an acting Chairperson was appointed. Out of the 8 remaining, the term of 4 Councilors ends on the 10th of June 2020, meaning ICASA will be left with 4 Councilors. In addition, one of the 4 who would be remaining had resigned effective from 1 July 2020.

I therefore plead with the Deployment Committee to consider and support the appointment of five (5) candidates nominated to serve on the ICASA Council. The Council, viewed collectively, must be representative of the broad section of the Republic, possess suitable qualifications, expertise and experience in the fields of (amongst others) broadcasting, electronic communications and postal policy or operations, public policy development, law, electronic engineering, marketing, journalism, entertainment, education, economics and finance. Therefore, the candidates to be appointed should have one or more of the above or any other relevant expertise or qualifications.

Thanking you in anticipation.



Acting Minister of Communications and Digital Technologies

Date #

SHORTLIST ICASA COUNCIL

S S	GENDER	AGE	NAME &	QUALIFICATIONS	EXPERIENCE
			SURNAIME		
<del>-</del>	Male	33		Current Councillor – Acting Chair	ICASA Councillor Former SAMSUNG staff
*				<ul> <li>Doctor of Philosophy in Business Administration</li> </ul>	Former Anglo American staff     Former Sunday Times staff
				<ul> <li>Master of Business Administration</li> </ul>	Former Buck stall
				<ul> <li>Certificate in Applied Project Management &amp; National Diploma in Public Relations Management.</li> </ul>	
2	Female	46		BSC     Masters in ICT & Regulation policy	<ul> <li>TFR Training Institute</li> <li>Former Tefkom staff</li> <li>Former iCASA staff</li> <li>Former TRANSTEL staff</li> <li>Former TRANSNET staff</li> </ul>
က <u>်</u>	Male	23	H	Master of Public Admin     BA Honours	Former SAPO Board member     Invula Group     Fordworks and Associates     Armscor
4	Male	56	1	Current Councillor	ICASA Councillor     Former ICASA staff
				<ul> <li>Master of Arts in the Field of ICT Policy &amp; Regulation, Managing the</li> </ul>	Former SATRA staff     Former Neotel staff

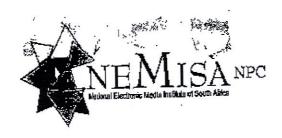
Former Department of Communications     staff	<ul> <li>Former Special Advisor (Minister of Communications)</li> <li>Former member of State Security         Agency</li> <li>Former Chief Director (Department of Communications)</li> <li>Former IBA Councilor</li> <li>Former Chairperson of Space Affairs Council of SA</li> <li>Former Regulatory Affairs Manager of Telkom</li> </ul>	<ul> <li>Former Telkom staff</li> <li>Former SA Tourism</li> <li>Former Sun International</li> </ul>	<ul> <li>COEGA</li> <li>Former Siemens</li> <li>Former Telkorn Media</li> <li>Former SABC staff</li> </ul>	<ul> <li>Former ICASA staff</li> <li>Former Competition Commission staff</li> <li>Former SARB staff</li> <li>Former The Presidency staff</li> </ul>	Lecturer
Telecommunications Environment, Policy & Regulation  National Higher Diploma and Leadership & Management Development Programme	Master of Laws with specialisation in International Law     Master of Laws with specialisation in Aviation and Space Law	<ul> <li>Masters in ICT Policy</li> <li>BA in industrial Sociology</li> <li>Current regulatory specialist</li> </ul>	BSC Engineering     Masters in Engineering     Management	MA in International & Dev economics, GM at ICASA	PhD, Telecoms Policy, Research
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	Male 62	Female 48	Fernale 37	Male 49	Male 67
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				<ul> <li>Former COSATU staff</li> </ul>
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				Former ABSA staff
				Former DoE staff
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			MA of Business Admin	Commission on Gender Equality
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	_			<ul> <li>Admin Board Northern Transvaal</li> </ul>

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John He	Chief Executive Officer (5 Years Fixed Term Contract)
Oproposedlent ( )	NEMISA
Openionia)	Office of the Chief Executive Officer
الرا عليا (pulga) عبا	Parktown, Johannesburg
Salaryikabge	Grade 15
Upward Reporting Rejationships	Board
Remainde Number	NEM19/11/2019

### MAIN PURPOSE OF JOB

To provide overall leadership, integration and coordination in the execution of the digital agenda within the country through ensuring that digital skills expertise, knowledge and resources impact the development and learning within Government and society; build an institute that will be responsive to the future of works in the era of the 4th Industrial Revolution.

### JOB OBJECTIVES

### (a) Strategic Leadership

- Develop, manage and execute the Institute's strategy, and drive the strategic direction of the Institute
- Ensure that all business units' strategies and plans are aligned with the overall institute
- Set comprehensive goals and objectives for performance and growth
- Drive the formulation of the Institute's strategy, policy and decision making
- Develop, establish and direct the execution of operating policies to support overall institutional objectives
- Develop, establish and direct the Implementation of strategic business plans
- Oversee all initiatives across the institute to ensure that their conception and implementation support the Institute's strategic objectives
- Provide leadership and input for strategic and annual planning processes
- Provide Input Into the implementation of new processes and approaches to achieve strategic objectives
- Drive the overall values of the Institute in a manner that instills trust and credibility within internal and external stakeholders
- Position NEMISA as digital skills training institute of choice in the 4IR era

### (b) Policy and Compliance Management

- Drive the formulation of policies to promote the institute's achievement of strategic objectives and ensure a dean administration
- Ensure that the Institute maintains full and proper records of relevant activities as required by legislative
- Drive the establishment of internal processes for checking of compliance with legislative prescripts

Tel: +27 - 11 494 0563, Facc + 27 - 13, 464 0615, Physical Address: 21 Girton Road, Parktovin, Postal Address: P.O. Box 545, Auckland Park, Johannesburg 2006,

Non-Executive Directors: Ms Molebogeng Lesinsbane (Chairperson); Ms Thobeka Buswena; Mr Makyn Lubega; Mr Llonal Adendori; Ms Nomonda Histohaneni; Prof Christian Adendorii; Ms Bengokile Filana.

Recoutive Directors: Mr-Treveso Retindhreath (Acting CEO); Mr Thillyhali Ramawa (CFO)

Company Secretary; Fluidhock Advisory (Pty) Ltd (Acting Company Secretary)



- Provide advocacy to stakeholders on policy interpretations, and drive the awareness of policy changes
- Ensure that all business units comply with relevant policies, processes and systems
- Ensure the compilation and submission of statutory reports in line with agreed standards and time line

### (c) Risk Management

- Drive the develop of a Risk Management Strategy, tools, practices, and policies for the Institute to analyse and report risks in line with the overall risk strategy
- Ensure the management of risks according to the Risk Management Framework
- Ensure the effective monitoring and evaluation of risk related activities
- Provide input to the Risk Management unit, EXCO and Board on risk management practices within the Institute
- Ensure that the institute reflects practices and behaviors that are ethical, credible and professional

### (d) Financial Management

- Drive the effective management and monitoring of financial resources and ensure compliance with management directives
- Ensure the effective management and monitoring of Institute cash balances and forecasts
- Ensure the effective management and investment of Institute assets and pension funds to extract maximum benefit
- Ensure the monitoring and controlling of expenditure of the Institute in line with the budget
- Ensure the compilation and submission of accurate financial date in accordance with prescribed guidelines, standards and formats
- Ensure the effective management of the acquisition of assets and resource requirements within the Institute

### (e) Human Capital Management

- Drive the management of human capital assets and ensure maximum performance, capacity, capability and well-being
- Ensure the provision of required training and development to employees to ensure optimal performance
- Drive the determination of staffing requirements, and ensure recruitment and retention of high performing
- Ensure that training interventions are aligned with the institute's and employees' needs
- Drive the implementation of an effective performance management systems and ensure the management of employee performance against agreed standards and objectives
- Provide overall leadership and support the institute's employees by keeping them informed and engaged, providing ongoing performance feedback, coaching and guidance

### (f) Stakeholder Management

- Participate in Internal and external stakeholder forums as directed
- Represent and participate in the institute's committees and/or task teams
- Engage and build inter-departmental relationships with internal stakeholders, in order to drive overall performance
- Engage and build inter-governmental and business relationships and ensure the capitalisation of funding opportunities
- Attend meetings and present findings and proposals to members and management
- Represent the Institute at external events through the display of ethical leadership



### Education: Formal Qualifications

Education involves the acquisition of knowledge and skills through learning where subject matter is imparted systematically. Formal qualifications are obtained by studying at formal institutions e.g. universities, Technikons, colleges, etc.

### Minimum:

### Level of Education:

- Post graduate qualification (NQF Level 8) in Data Science or related Business Administration, ICT, Digital
- Master's Degree in these principles will be an added advantage

### Job related Work Experience

Experience is obtained through opportunities for exposure and practice at work. It includes all working experience that has some bearing on the Job and is not restricted to the current organisation. Supervised on-thejob training, internships and learnerships are incorporated within this category.

### Minhmum:

- 5 7 years' experience in Senior/ Executive Management
- 5 years in research in ICT or related skills
- 5 + years' experience in a similar environment

### ideal:

5 years' experience in a similar environment

### Job related Knowledge

Job-related knowledge is typically gained through formal or informal training programs (these exclude programs through which Formal Qualifications are attained). It includes knowledge of facts, data and information and understanding the rationale behind models, theories and principles.

- Extensive knowledge and understanding of national service delivery priorities
- Knowledge and understanding of national and provincial growth and development strategies
- Public Finance Management Act (PFMA)
- Knowledge of digital skills applications within an educational context
- Knowledge of the National Development Plan, National Qualifications Framework and Skills Development Processes
- National Integrated ICT White Paper
- SA Connect: Broadband Policy
- Knowledge of National, Provincial and Local Government Protocols
- Treasury Regulations
- Supply Chain Management practices and processes
- Knowledge of general financial management, budgeting and reporting processes within the Public
- Advanced Excel & knowledge working on Financial Accounting systems

### Competency requirements



- Exceptional Leadership Skills
- Strong Written and Verbal Communication
- Excellent Presentation
- Strong Networking and Relationship Building ability
- Ability to interpret reports, business correspondence, and procedure manuals
- · Strong mentoring and coaching skills
- Ability to belance competing priorities, complex situations and tight deadlines
- Ability to rapidly process and comprehend large amounts of detailed information, consider the implications and consequences of new facts and make decisions

### Important note:

- Please email\_through comprehensive CV and certified copies of Qualifications/Supporting documents to:
- Preference will be given to historically disadvantaged applicants.
- Only candidates who meet the minimum requirements should apply.
- NEMISA reserves the right not to make an appointment.
- Correspondence will be limited to shortlisted applicants only.
- Closing Date: 24 January 2020

We are committed to Employment Equity when recruiting internally and externally. It is company policy to promote from within wherever possible. Therefore, please be aware that internal candidates will be considered first before reviewing external applicants, if this supports achievement of our Employment Equity goals.

The Deputy Secretary General African National Congress Luthuli House Johannesburg 2000

03 June 2020

By email:

### NOTICE TO THE DEPLOYMENT COMMITTEE: ADVERTISED POST OF DIRECTOR-GENERAL DEPARTMENT OF SMALL BUSINESS DEVELOPMENT

- This serves to inform the National Deployment Committee of the intention of the Department of Small Business Development to fill the vacant post of Director-General.
- The post was advertised on City Press on Sunday 05 May 2020 and public service circular of 25 May 2020. The closing date of 05 May 2020 has been extended to 10 June 2020.
- 3. A copy of the City Press advertisement has been attached.

Regards

By email

Minister for Small Business Development

### Top varsity officials in graft probe

### Unisa students unhappy with online exams

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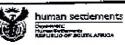
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SOCIAL HOUSING PROJECT DEVELOPMENT PRO COMBOLICATED CAPITAL GRANT 2020/20 CALL FOR REGISTRATION OF INTEREST

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CONTACT DETAILS: For any anguirtee, omeil drép@diffo.04g.26 SHRA wabelle: www.ahre.org.as, Tenders, Expression of inferes

### The Department of Defence and Military Veterans is an equal opportunity, affirmative aution employer.

To the Department of Defence, Human Resources Division (Chief Divisions HR Neceptoral), Private Bag X 975, Pratoria, 0001 or hand delivered to Bank of Liebon (Chir Peul Kagyar end Visagus Street) or small to: Kateki hiedisabane@ded.milza.

FOR ATTENTION: Ms K.B. Muregu

CLOSING DATE: 29 May 2020

Applications must be authorized on form ZBS and should be secongrafied by certified copies of qualifications, identify Document, (ID), a comprehensive Curriculum integrically and conjugable information to the consideration of the considerat have foreign qualifications evaluated by the SouthAfrices Operfication Authority (BACIA). The stortisted candidates will be subjected to principal exercise that intends to buil interval. Inchnical elements of the job, the logistics of which will be communicated by the department. Additional to this, the shortlisted candidates will be required to extend a generic menagental compatency estatement. (compenency based essegments). The competency assessment will be limited to successful candidates in the interview process only. If you have, not been contacted within time (3) morabe after the docing data of file sovertisement, please scoapt that your epipilication. was unsurceestal. Shortisted candifules will be autilised to a pre-employment acreaming and a Top Scoret security verting to delignmine the autilishing of a panelidate for employment. Failure to submit the required documents will caruli in your application not being considered. Successful candidates will be required to declare their friends! Unlesses with one (1) month of application. The successful candidate will be pagging to enter into a five (5) year employment contract and performance agreement with the Minister of Determinant Military waterars. Applicants must quote the relevant reference number provided. Application received effect the closing date will not be considered. Failure to comply with the above instructions will never in expedications being disqualitied.

### MANAGEMENT RCHELON

POST 17/202: SECRETARY FOR DEFENCE IDIRECTOR-GENERALL: DEPARTMENT OF DEFENCE REF NO. 17/24/01 (5 year contra

R 1 976 533 per annum (Level 16) (Al-inclusive salery prokage) which consists of a basic estary, employer a contribution to the Government Employee Pension Fund and a non-persionable allowance in terms of the appropria rules plus 10% non-pensionable

CENTRE: ARMSCOR Building, Ereamuskipol, Praiotis.

A serior Centificate, a junior degree and a Postgraduate Qualification (NQF 8) as recognised by SAQA. Must have 8-10 year provan experience of serior managerial level, at least 3 years of which rittel he within any organ of State, so defined in the Constitution, Act 106 of 1996. The successful candidate must be a waguitha management experience with strong leadership capabilities, and an agrandina experience in strategic and managerial positions at an executive level. Height must have an understanding of the functioning of government and the rote of the Defence Secretariat as defined in the Constitution. Act, 103 of 1995. The auccessful concidets must have an understanding of the Constitutional mandate of the Department, the relevant government colleges and legislation impacting on the Department and its relationship with International, National, and other stakehobbers. Ynowedge of the government security sector, through not essential, weuld be achemisgeous. Harsha will be copected to be innovative and have organizational abilities, good witting skills, project management, financial management drills

Sgrva up the Accounting Officer and Head of the Department of Defence and its entities in accordance with all legislation, regulations and policy prescripts. Function as the points/se departments policy settles in accordance with all legislation. regulations and policy prescripts. Function as the principle depictionnist policy advisor to the Minister of Delignes and Milliony Veterraps (Minister) on delignes policy mailtans. Support the Minister in the effective and editions occurs hister constitutional responsibilities as the Executive Authority for Defance, including that of constraing civil control over the Defance Force. Advis the Minister in providing strategic delends directly in Prough Agricips research and the development of detence politics and stretegies for the defance and protection of South Africa. Presure the Implementation of work defance detelogic direction through stretegies and control over the Defance Amelian, budgets and organizational stigoment. Entire good governances covered delends provided and stretegy and the process and with specific references to defance human, through logities and ICT resources. Ensure strategie control over the delence Amelian, Industrial performance management, avaluations in provider risk management; inclined attained and departmental complicator; Manage the defence relationating with key Statesholders and Assumance Providers, inter-site: The Public Sunder Capamisation; the Department of Public Service and Assumance; the Residens Enteriology and acquisition services that manage devence begulation of echology programmess. Provide transversal strategic support services to the Minister and the Department, inclusive of defence legal services; purificant communication reinforce; cluster convices; defence communication advised activates and services; continued activates communication reinforce; cluster convices; defence communication area desirates; to the control of control of communication communication reinforce; cluster convices; defence diplamacy pervices; public entity ownership-control services; corporate communication services; end the access to defence information, Provide a Secretaria, to the National Conventions Arms Control Committee.

### **ENCURIES:**

Major General K.C. MoUhabane, (012) 338-5200.



### National Lotteries Commission

### Position(s):

- Chairperson; and
- Non-Executive Board Member

### . Summary

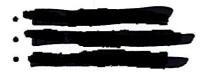
There are different requirements in the legislation governing the National Lotteries Commission – the Chairperson post goes through a parliamentary process, whilst ordinary membership does not.

### Chairperson.

The vacancy in the post for Chairperson needs to be filled by 1 December 2020. Following a public call for nominations in September 2020, 51 candidates were proposed. During October, an independent process was followed to narrow the list; and subsequently in November an Inter-Ministerial shortlisting committee identified the three strongest candidates based on governance experience and profile.

A shortlist will need to be submitted to Parliament for a public and transparent process to be followed, in accordance with the Lotteries Act, prior to a decision on a final candidate.

The three strongest candidates identified for the shortlist are:



### Additional Board Member

In addition to the above, there is one vacancy for a Board member for the NLC. An advert was placed for nominations and 82 nominations were received.

Following a shortlisting process, the following three candidates were identified as most suitable for consideration:



### Background

The National Lotteries Commission regulates various lotteries including sports pools, society lotteries, raffles and competitions. The NLC monitors and regulates the running of various lottery competitions, including those organised by non-profit organisations to raise funds and by companies to promote their goods and services. The NLC also serves as a providing registered Non Profit Organisations with funding to establish projects that improve the lives of everyday South Africans.

The operations of the NLC are overseen by a board, appointed by the Minister of Trade, Industry and Competition.

### Composition of the Board

The composition of the board has been prescribed by the Act, and consists of the following:

- a chairperson;
- · one member designated by the Minister; and
- not more than five members who have proven business acumen or applicable knowledge or experience with regard to matters connected with the functions of the board, and of whom at least one should be a legal practitioner admitted to practise in the Republic and at least one a chartered accountant in the Republic.

Prior to the vacancies, there were 3 female and 3 male ordinary board members, in addition to the Chairperson who is male.

Currently, there are 2 females and 4 males on the Board, including the Chair. The vacancy for Chair will mean 2 females and 3 males on the Board.

### Legislative provision for appointment of board members

The members of the Board are appointed by the Minister of Trade, Industry and Competition in terms of the Act.

The process to appoint the Chairperson of the Board is prescribed in terms of Section 3(3) of the Act, which states:

The Chairperson shall be appointed after:

 the Minister has by notice in the Gazette; and in not less than two newspapers circulating in every province invited interested parties to nominate persons suitable for appointment as chairperson;

- the relevant committee of the National Assembly has made recommendations to the Minister in relation thereto
- a transparent and open process of considering persons so nominated.

### Process followed to date

### Call for nominations

On 4 September 2020, a notice was published in the Government Gazette, and on 6 September 2020, a notice was published in both the Sunday Times and City Press requesting call for nomination for (i) the position of Chairperson; and (ii) the additional board member position. (Please see advert attached.)

Members of the public were given until 21 September 2020, to submit their nominations to the Department of Trade, Industry and Competition for consideration.

More than 51 nominations were received for the position of the Chairperson of the board; while a further 82 nominations were received for the position on non-executive board member.

The list of nomination for both the position of Chairperson, and non-executive board member are attached.

### Independent shortlisting panel

Following the receipt of nominations, referred to above, an independent panel was established to further shortlist candidates for the position of Chairperson and to make recommendations to the Ministry of Trade, Industry and Competition on the suitability of candidates for the position of Chairperson.

The Independent Shortlisting Panel was requested to consider the candidates who had been nominated for the position of Chair following the public call, and to identify candidates who had the requisite qualities to serve as Chairperson, bearing in mind the need to ensure good governance and transparency.

Following their deliberation of the 51 candidates nominated to the position of Chairperson of the board, the Independent Shortlisting Panel identified up to six individuals for consideration for shortlisting.

### Ministerial shortlisting panel

Following the further shortlisting by the Independent Shortlisting Panel, the Department of Trade, Industry and Competition established a Ministerial Shortlisting Panel, consisting of:



The Ministerial Shortlisting Panel considered the input of the Independent Shortlisting Panel and whether any other nominated candidates had the requisite qualities to fulfil either role.

Following deliberation by the Ministerial Shortlisting Panel, the following individuals have been short-listed for the position of Chairperson:



In addition to this process, the following individuals have been identified for shortlisting for the additional board member position:



The summary of CVs for the above individuals are attached as an annex to this document in Annexure A and Annexure B respectively.

A list of all the applicants is attached to the this document in Annexure C and Annexure D respectively.

# Annexure A: Summary of Candidates for the Position of Chairperson of the NLC

	African	Male	
Current positions:	<ul> <li>Chairperson, Kagiso</li> </ul>	5 - 1985 M. M. J. M. J. W. M.	
	<ul> <li>Chairperson, DHL S</li> </ul>	outh Africa	
Previous positions:	<ul> <li>Director-General an</li> </ul>	d Cabinet Secretary,	
-	Presidency (1999 –	2008)	
	<ul> <li>Director-General, O</li> </ul>	ffice of the Deputy	
	President (1996 – 1	999)	
	<ul> <li>Member of the Boar</li> </ul>	Member of the Board, DBSA (1997 – 2000)	
	<ul> <li>Chairperson, SA Ho</li> </ul>		
±	<ul> <li>Commissioner, Inde</li> </ul>	Commissioner, Independent Electoral	
1	Commission (1993 -	Commission (1993 – 1994)	
	<ul> <li>General Secretary,</li> </ul>	SA Council of Churches	
	(1987 – 1994)		
Qualifications:	<ul> <li>Master of Public Ad</li> </ul>	ministration (Harvard	
	University 1995)	University 1995)	
	<ul> <li>Masters in Religious</li> </ul>	Masters in Religious Studies (UKZN	
1.00	Pietermaritzburg 19	92)	

Prof.	African	Female	
Current positions:	Stellenbosch Unive  Advanced Leaders	Law Trust Chair in Social Justice Research, Stellenbosch University Advanced Leadership Fellow, Harvard University (US) (2017 – Present)	
Previous positions:	<ul> <li>Public Protector of</li> </ul>	South Africa (2009 – 2016)	
Qualifications:	<ul><li>LLB (Wits 1991)</li><li>BA Law (Swaziland</li></ul>		

	African	Male	
Current positions:	Transformation, Uni Present)  • Chairperson, Steve	<ul> <li>Chairperson of Panel on Integrated         Transformation, University of Free State (2020 – Present)     </li> <li>Chairperson, Steve Biko Centre for Bioethics         Wits University (2018 – Present)     </li> </ul>	
Previous positions:	Law, UNISA (2001  Chairperson, SA Hu (1995 – 2001)  Senior Lecturer, Un (1993 – 1995)  Director, World Cou	1 – 2015) I Professor of national and Indigenous – 2010) Iman Rights Commission iversity of Cape Town	

	<ul> <li>Attorney of the High Court (admitted 1996)</li> <li>Ordained Priest, Church of England (confirmed 1983)</li> </ul>
Qualifications:	<ul> <li>LLM Labour Law (UNISA 2010)</li> <li>PhD in Religious Studies (UCT1995)</li> <li>Certificate in Theology (Oxford 1983)</li> <li>Bachelors of Philosophy of Religion and Christian Doctrine (University of London, 1982)</li> <li>B.Proc (UNISA 1976)</li> <li>BA Law (UNISA 1975)</li> </ul>

# Annexure B: Summary of Candidates for the Position of Non-Executive Board Member of the NLC

	African	Female	
Current positions:		Chief Legal Researcher, Department of Justice and Constitutional Development (Feb 2019 – Present)	
Previous positions:	<ul> <li>Member of the Boar Audit &amp; Risk Comm Resources and Rer Chancellor House F 2017)</li> <li>Member of the Boar Colliery Limited (20</li> <li>Assistant General &amp; Regulations and Post Reserve Bank (200</li> <li>Head of Legal Serv Corporation of Sout 2001)</li> <li>Director: Legal Sup Defence (1996 -198</li> <li>Practising Advocate</li> </ul>	<ul> <li>Member of the Board of Directors; Chair of the Audit &amp; Risk Committee; Chair of the Human Resources and Remuneration Committee, Chancellor House Holdings (Pfy) Ltd (2005 – 2017)</li> <li>Member of the Board of Directors, Maloma Colliery Limited (2005 – 2018)</li> <li>Assistant General Manager and Head of Regulations and Policy Division, South African Reserve Bank (2001 – 2013)</li> <li>Head of Legal Services, Armaments Corporation of South Africa (Armscor) (1999 – 2001)</li> <li>Director: Legal Support, Department of Defence (1996 –1999)</li> <li>Practising Advocate, Cape Bar Cape Town (1994 – 1995)</li> </ul>	
Qualifications:	LLM (Mercantile La     LLM (International I	(1)	

	Coloured	Female	
Current positions:	Biodiversity Institute Trustee, Pioneer Fo Community Trust (\$	Chairperson, South African National Biodiversity Institute (SANBI) (2018 – Present) Trustee, Pioneer Foods Education and Community Trust (Sept 2017 – Present)	
Previous positions:	Energy  o Member of F Water and E  Deputy Chairpersor Chairperson, Unive Council (2006 – 20 Chairperson, Wents 2018) Member of Monitori	Portfolio Committee on Portfolio Committee on Invironment In, WESGRO (2004 – 2010) Insity of Western Cape 10) Worth Foundation (2013 –	
Qualifications:	Certificate in Finance     School of Finance)	Certificate in Finance (2000 Johannesburg School of Finance)	

Diploma in Business Economics (1989 College of Management, Cape Town)
Diploma in Business Management (1988)
College of Management, Cape Town)

	African	Female	
Current positions:	Accountants & Reginary Present)  • Member of Legal Consouth African Institut Accountants (SAIC)  • Member of Audit & Institut Risk Committee of the University of Technology (Said Present)  • Independent member Committee, Financial (Jan 2018 – Present)  • Independent non-expendent non-expendent non-expendent member (Said Present)	Accountants & Registered Auditors (Jan 2008 – Present)  Member of Legal Compliance Committee, South African Institute of Chartered Accountants (SAICA) (Dec 2008 – Present) Member of Audit & Risk Committee, Audit & Risk Committee of the Council of the Tshwane University of Technology (Jan 2016 – Present) Member of Board of Trustees, National Lotteries Participants Trust (Mar 2016 –	
Previous positions:	Senjor Lecturer, Un (Jan 2008 – Dec 20)	iversity of Johannesburg 13) al Services Group, Bank	
Qualifications:	PhD (Pretoria curre     Master of Commerce		

ANNEXURE C

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) CHAIRPERSON POSITION

	\$1907/560 PARED ABIVALAS	30%W. c.	93-181-0-5-8 gane () 158/30-1
1	4		African Male
2			African Male
3			White Female
4			African Male
5			Coloured Female
6			African Male
7			White Male
8			African Male
9			African Male
10		2	Indian Male
11			African Female
12			African Male
13			African Male
14			African Female
15			African Female
16			African Male
17			African Male
18			African Female
19		5	African Male
20			African Male
21			Indian Male
22		5	African Female

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23		African Male	
4		African Male	
25	4	African Female	е
26		African Male	<del></del>
27		African Male	
28	4	African Femal	e
29	-	African Male	
30		White Male	
31		African Male	~
32		Indian Male	
33		African Male	•
34		African Male	
35		Indian Female	9
36_		African Fema	ie
37	1	African Male	
38		African Male	
39	1	African Fema	le
40		African Male	
41		Colored Male	
42		Indian Male	
43		Indian Male	
44		African Male	
45		African Male	
46	1	Indian Femal	6
47		African Male	*
48		Colored Male	:

	SURVANDARDEN AUS.	Name :	27 (E) 4 (2) (mill) (1.7 ) (1.7 ) (1.7 ) (1.7 )
49			African Male
50			African Female
51	-		African Male

ANNEXURE D

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) NONEXECUTIVE POSITION

Female Male Male Female Female Male Female Male Female Male Female Male Female	Indian African African White African African Coloured African
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MC.	TSIDEMAND AND RUITALS	爱国即国国家	\$/%£
40.		Female	African
41.		Male	African
42.		Male	African
43,		Female	African
44.		Female	African
<b>7</b> -7.		. omaio	
45.		Male	African
46.		Male	African
47.		Male	African
48.		Female	African
49.		Male	African
50.		Male	African
51.		Male	African
52.		Male	African
53.		Male	African
54.		Male	White
55.		Female	African
56.		Male	African
57.		Male	African
58.		Female	African
59.		Female	African
60.		Male	African
61.		Male	Indian
62.		Female	
63.		Male	African
64.		Male	African
65.		Female	Indian
66.	1	Female	African
67.		Male	African
68.		Male	African
69.		Male	African
70.		Female	African
71.		Female	Coloured
72.		Male	African
73.		Male	Indian
74.		Male	African
75.		Female	African
	(late application)		
76.		Male	African
77.		Male	Indian
78.		Male	African
79.		Female	
80.		Male	African
81.		Female	African
82.		Male	African
		<del></del>	

# TEDATEM AT MANAGE MEACTING AND THE PARTIES AND BACK ORIGINAL CONTRACTOR AN

- Veterinarian. Masters in Business Administration, Bachelor of Veterinary Medicine and Surgery. Currently owner and founder of TLC Health Solutions and previously the Managing Director of OBP, CEO of South African Weather Services, State Veterinarian, Eastern Cape Provincial Government and Business Development Manager at Pfizer Laboratories, Pty Ltd.
- 2. PhD in Animal Breeding and Genetics, Masters in Business Leadership, Masters in Agriculture. Currently serving as the Head of Department and Professor at the Tshwane University of Technology since 2013 and a Director at Agri Development Solutions and Ozone (Pty) Ltd.

Recommended candidate for appointment is

**经验收**额股票

在14-100个2002年。

- 1. Served as the Head of the Department of Finance Operations at the South African Airways; Senior Specialist Group Finance, SA Express Airline, Head Group Finance at ThyssenKrupp Engineering and CFO at Brevity Trade 12.
- A Chartered Accountant (CA). Currently serves as member of various Audit Committees including CIPC, SA Weather Services. Previously served as Acting CFO and MD of Pikitup, City of Johannesburg; Group CFO at Primedia Sport (Pty) Ltd, CFO at Broadband Infranco, Finance and Commercial Director at Motorola Sub-Sahara Africa

Recommended candidate for appointment is Ms Nona Sonjani, 34 years, African Femal

# CAT BEASSIEM S. T. LAW

- Associates. Previously Rights of Appearance in the High Court of South Africa, Attorney at the Legal Board of South Africa, Express Branch for Scorpion Legal Protection, Attorney on the Workers Life panel, Clientele Legal, Alfred Duma Local Municipality, State Attorney, Ladysmith Association of the Aged. She is also a certified Mediator and Commissioner for Ladysmith Small Court in.
- Advocate LLB Degree and B Proc. Currently an Advocate at Bisho Society of Advocates; Legal Administration Officer at Regional Land

Claims Commission and Candidate Attorney at Mlonzi & Company INC.

Recommended candidate for appointment is MsKribashni Naidoo. 37 years, Indian Female

### **三部的国际国际国际国际** 15808645 Master in Business Administration and Honours Mr¶ Degree in Human Resource Development. Currently serving as the Head / Divisional Manager, Human Capital at Companies Intellectual Property Commission and the acting CEO of the National Libraries of South Africa. Previously Head: Human Čapital at Johannesburg Roads Agency, General Manager Human Resources at Great North Transport and Executive Manager: Corporate Services at Health and Welfare SETA. Masters Degree in Human Resources Management and Honours in Social Sciences. Currently employed as the Executive Director: Human Resources at the University of Kwa-Zulu Natal. Previously served as Senior Director: Human Resources and Development, Mangosuthu University of Technology, Director Human Resources and Management at South African Human Rights Commission and Head of Human Resources at SADTU. Recommended candidate for appointment is Mr Lufuno Nematswerani. 61 years, African Male 发1°50.0833 多。 展的发展明17年1月 A Chartered Accountant (CA) and Honours in Accounting. Currently a Director at Fraudsmiths (Pty) Ltd. Previously served as a partner at Bowmans Gilfilian responsible for Executive Investigations; Director at Fraudsmiths (Pty) Ltd, Senior Manager at Sizwe Ntsaluba Gobodo, Internal Auditor at Wheels of Africa (Pty) Ltd, Financial Accountant and Internal Auditor at National Sorghum Breweries. B-Tech in Internal Auditing and a National Diploma in Internal Auditing. Currently the Chief Executive Officer and owner of Veritos Consulting since 2008. Previously Internal and Forensic Audit Manager for Internal & Forensic Audit Manager for Price Waterhouse Coopers. 46 years. Recommended candidate for appointment is Coloured Female. AT BEDDAY IN CORFORATE COMPENNANCE

- Executive Chairman and CEO of ANSANCO Management Consultants; Audit Committee member of the Department of Agriculture, Land Reform and Rural Development. Previously Chairperson of former DAFF Risk Committee, CEO of Perishable Produce Export Control Board (PPECB), Acting CEO of Agricultural Research Council (ARC). He also previously served as member of the Risk Committee of the Department of Agriculture, Forestry and Fisheries.
- Business Administration, Masters of Science in Electronics. Currently Executive Director of International Business Research. Previously Chief Risk Officer at Central University of Technology, Director: Information Technology at HSRC, Chief Operating Officer, Chemical Industries SITA Director, Senior Manager Financial Management Systems at Department of Finance and Economic Affairs

Recommended candidate for appointment is Mr Luvuyo Mabombo. 51 years. African Male

# 表的一种影響的影響的 1980年 1987年 1987年 1987年 1988年 
- 46 years, African Male
   34 years, African Female
   37 years, Indian Female
   51 years, African Male
   46 years, Coloured Female
   51 years, African Male
   Current OBP Chief Executive Officer (as per OBP Act)
- 4

Gender :

3 Females and 3 Males (50%)

Demographics:

1 Indian Female, 1 Coloured Female, 1 African Female, 3

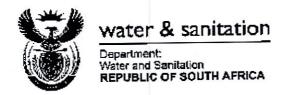
African Male

### MIRECULA CALCARY CALCARD ON THE PARKED

The selection committee based on the current challenges experienced by the OBP and the need to have a strong individual with experience in leading Boards and its committees to lead the Board of the company, it resolved to present the following three recommendations for consideration for position of Chairperson of the OBP Board:

1. (Recommended Chairperson)

1 To



### SELECTION PROCESS FOR THE APPOINTMENT OF BOARD MEMBERS OF THE AMATOLA WATER

### TERMS OF REFERENCE FOR THE SELECTION PANEL

### Introduction

Amatola Water is a water services provider that operates in the Eastern Cape Province to act within the areas that are proclaimed in the Government Gazette No. 18409 of 14 November 1997.

The Water Services Act of 1997 is the enabling legislation which gave effect to the establishment of the Amatola Water whose primary function is the provision of water services (water supply and sanitation services) to other water services institutions (water services authorities, water services providers) within its area of competency.

Section 29 and 30 of the Water Services Act directs the mandate of Amatola Water amongst other to he'

- a) The determination of policy and exercising of oversight on water services providers,
- b) The running bulk water infrastructure projects,
- c) The collection of revenue.

In addition to its mandate, Amatola Water has a strategic developmental role namely, to contribute to national government's broader objectives and growth stimulation towards the furtherance of the ideals in the National Development Plan.

Section 35(3) of the WSA, states that when appointing members of a water board, Minister must have regard to:

- (a) the objects of the water board;
- (b) the need for the board to be representative of
  - the water services authorities to which it provides water services;
  - the other interests served by the water board; and (ii)
  - the broad population;
- (c) the expertise required for the board to function effectively; and
- (d) the desirability or otherwise of executive employees being members of the board.

According to Public Finance Management Act (PFMA), 1999, the Minister is the executive authority of the national public entity with ownership control over such entity. PFMA defines ownership control as "the ability to exercise any of the following powers to govern the financial and operating policies of the entity in order to obtain benefits from its activities:

- a) To appoint or remove all, or the majority of, the members of that entity's board of directors or equivalent governing body;
- b) To appoint or remove that entity's chief executive officer;
- c) To cast all, or the majority of, the votes at meetings of that board of directors or equivalent governing body; or
- d) To control all, or the majority of, the voting rights at the general meeting of that entity.



The Minister of Human Settlements, Water and Sanitation has appointed a Selection Panel (Table 1 below) to support the process of selecting suitable Board Members for the Amatola Water. The term of office for Board members of the Amatola Water shall be for a period of four (4) years renewable for three (3) consecutive terms.

The following are the members of the Selection Panel:

Table 1: Members of the Selection Panel

NO.	NAME AND SURNAME	PROFILE	POSITION ON THE SELECTION PANEL
1. ¶		Portfolio Committee on Human Settlements, Water and Sanitation (Chairperson)	Chairperson
2.		Advisor to the Minister of Human Settlements, Water and Sanitation	Member
3.		Acting Director-General: Water and Sanitation	Obsever
4.		Mr Singh is a Deputy-Director General for Water Sector Regulation, responsible for Entity Oversight in the Department of Water and Sanitation.	Member ·
5. (		Ms Makhanya is the Eastern Cape Provincial Head at Department of Water and Sanitation.	Member
6.		A person representing the Province to be nominated by the office of the Premier.	Member

### Role of Selection Panel:

The Selection Panel will provide strategic guidance, support and advice to the Minister on suitable persons to serve on the Board. They shall serve and perform their role with independence and objectivity. The Selection Panel will shortlist candidates, interview the selected candidates and ensure that all candidates have an equal opportunity during the shortlisting, interview and thereafter do the final shortlisting of candidates to be recommended to the Minister for appointment.

The final list to Minister should not be more than twenty (20) candidates and this will give Minister a broad selection for final appointment before submission to Cabinet for consideration (see template attached as **Appendix 1**).

The Selection Panel shall provide three (3) candidates per each category/skills set. The Selection Panel shall motivate for the Chairperson and Deputy Chairperson and shall provide three (3) names for the Minister to make a decision. The Selection Panel shall prepare the report, including a full motivation for each candidate and submit the final recommended candidates to the Minister

### 2.1 Specific Deliverable of the Selection Panel:

- To submit to the Minister a list of twenty (20) preferred candidates (with a full motivation for each) that qualify as Board Members.
- To recommend and motivate to the Minister at least three (3) suitable candidates to be considered for Chairperson and Deputy Chairperson.

• To submit to Minister a full report (signed and endorsed by all members) detailing the whole process and the recommended candidates.

### 2.2 Confidentiality

Members should ensure confidentiality of the process. In respect of the COVID-19 regulations, the Selection Panel will meet through a virtual platform. The summary of the nominations and CVs of the nominated candidates will be sent to the Selection Panel through email, two days before the date of the meeting.

A confidentiality form will be circulated to the Panel Members for their signatures.

### 2.3 Governance of the Selection Panel

The Selection Panel shall be convened and chaired by Chairperson as appointed by the Minister. The Selection Panel reports to the Minister. In the absence of the Chairperson the Director-General may after consultation with Minister appoint the Deputy Director-General: Water Sector Regulation to chair the meeting.

### 2.4 Reimbursement

The circular 2018 and 2019 published by National Treasury on Remuneration of non-official members: Commissions and Committees of Inquiry & Audit Committees states that employees of national, provincial and local government or institutions, agencies and entities of government are not entitled to additional remuneration. In line with the above, the National Treasury has published the rates as follows:

	Commission	on of Inquiry	Committee of Inquiry		
Members	Per day	Per hour	Per day	. Per hour	
Chairperson	R 5230	R 654	R 4317	R 540	
Ordinary members	R 3688	R 486	R 2619	R 327	

Public servants will not be paid unless they have taken leave from their employment for the day of the short-listing and declare to their Human Resources of their appointment on the Selection Panel (a copy of the letter must be sent to the Department of Water and Sanitation).

### 3. Meeting procedures

### 3.1 Secretariat

- The Secretariat will be provided by the Department under the DDG: Water Sector Regulation.
- The Secretariat shall take overall responsibility for coordination of meetings, preparation of agendas, minutes and documents for the meetings. This will involve liaison with members on agenda items etc.

### 3.2 Meetings

- · Meetings will take place as scheduled by the Chairperson.
- The venue, time and date may be changed on request of a majority of the members.
- Additional meetings may be scheduled by the Chairperson in the event of him/her identifying important matters for discussion, which in his/her opinion cannot wait until a scheduled meeting takes place.

- The notices of the meetings and documents including Draft Agenda items will be circulated through email at least three (3) days before the meeting.
- Requests for agenda items should be lodged with secretariat at least five (5) days before the meeting.
- Apologies of absence should be sent to secretariat in writing five (5) days before the meeting.

### 3.3 Quorum

The quorum will consist of half the number of Panel Members plus one (50+1).

### 4. Termination of Panel Membership

- The following specific reasons will be considered to be sufficient for the termination of the services of a Panel Member:
  - Absent from three (3) meetings without an apology;
  - Making any public statement as a member or behaving in a manner that can or will embarrass the Minister or the Department or other members;
  - Divulging any confidential or embargoed information before due or publication dates or deadlines; and
    - Involved and found guilty of any criminal, fraudulent or illegal activity which may, inter alia, emanate from activities of the Panel, its Members or the Department.

### 5. Dispute Resolution

If the Panel Members cannot reach consensus, a decision will be taken through voting. The Chairperson is excluded in the voting process, however, in the case of a tie, the Chairperson will cast the deciding vote.

### 6. Principles:

- 6.1 **Skills based:** The Board of the Water Sector Entities are predominantly expert based board and therefore members shall be selected based on experience, knowledge and expertise of the water and related sectors.
- 6.2 Independent thinking: The members of the Board should be independent thinkers who can analyse and articulate the issues at hand and be able to provide strategic direction to the Board and the Minister.
- 6.3 Transformation: The members of the Board should have the interest of South Africa at large and in particular the passion for developing the water sector and commitment to the **broader** transformation agenda of government.
- 6.4 Credibility: The members must have credibility with a good reputation and be people of good standing in their respective areas of expertise or the sector.
- 6.5 Availability: The members should be available, be prepared to serve, dedicate time to read the documents and give strategic input.

### 7. Criteria for Board Member Selection:

The following criteria serve as a guideline and are to be applied as far as possible without jeopardising selection of the strongest or most appropriate nominees.

### 7.1 Appropriate skills set

Skills profile of the proposed Board is balanced and consists of the following set of skills:

- Information Technology;
- Business Development;
- Finance, Audit and Risk;
- Human Resource, Ethics, and Legal;
- Research and Innovation; and
- Demonstrate leadership and Corporate Governance experience.

### 7.2 Mix of the old and new board members

To ensure continuity it is recommended that a maximum of 40% of the recommended candidates by the selection panel are old / current Board members.

### 7.3 Succession plan

The age profile ranges to be considered between 30 and 65 years old.

### 7.4 Gender representation

A least 50% women representation should be considered.

### 7.5 Race representation

Race should be considered.

### 7.6 Sector spread

Sectors should be from within the water services and water resources.

### Exclusions

In short listing of the candidates the following are excluded:

- DWS officials will be excluded because the Minister is the shareholder but other government officials can be considered.
- Former employees of the Entity who have left the employment less than three (3) years.
- Old Board members who has served three (3) consecutive terms of four (4) years each.
- Those who are not South African citizens.
- Those who provided incomplete information.
- Those who do not have extensive experience (5 years) in the water and sanitation sector and related sectors or in corporate governance.
- Late applications shall be excluded.
- No signed proposer and seconded shall be excluded.

### 9. Conclusion

We thank members of the Selection Panel for agreeing to be of service to the country.

Location		Eastem Cape	
Experience	ENT	Head of Department and Accounting Officer – Department of Economic Affairs, Environment and Tourism, Chief Director: Strategy – Department of Social Development, Managing Director –	Dimensions Development Network consulting, Senior Manager. Financial Management Training – Eastern Cape Provincial Treasury, Programme Manager. Community Development Planning – Eastern Cape Socio Economic Consultative Council, Training Manager: Local Government – Afesis Corplan – Urban Sector Network. Deputy Chairperson – Eastern Cape Youth Commission
Qualification	BUSINESS MANAGEMENT	Municipal Finance Programme, Executive Development Programme, MPhil in Sustainable Development Planning, BA in	Politics and Development Administration, Certificate in Project Monitoring and Evaluation, Certificate in Public Management
Gender		Σ	
Race		African	
Name			
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Location		Gaufeng	Gauteng
Expertence	· ·	She has vast experience in Legal, Governance and Public Service. Currently serves at Tshwane University of Technology Council. Previously serving as a board member at NSFAS, ICASA, Cathsseta, USAASA.	Delegate and Presented a paper at International Woman's Conference held in Johannesburg to draw suitable arrangement for Woman Empowerment in the new Constitution, Delegate on International Conference on models of land redistribution held at Sabie River - Preparing draft clause for property rights in South Africa's interim constitution. Nominated to the technical committee at the World Trade Center responsible to determining South Africa's Flage and National Anthem. Appointed by the Minister of Land Affiars and Agriculture as an an expert on a panel to advise on impact of foreign land cwnership in South Africa. Developed CARS part (08 for South African Civil Aviadon Authority. Leader-Transformation of Law Society of the Cape of Good Hope. Appointed by National Heritage Council to a panel to resolve a conflict about the Statue at Duncan Village East London. Appointed Sefa Board Chairing Audit Committee. Chairperson: Black waters Association (EC Province), Chairperson: Saouth African National Energy Development Institute, Director: Border Cricket, Deputy Chair Agriculturaf Research Council, Chairperson: Sefa Audit Committee.
Qualificátion	LEGAL EXPERTISE	LLB - University of KwaZulu-Natal B Juris - Walter Sisulu University	B Proc, LLB, Hounors in Business Management & Administration, Attorney of the High Court of South Africa
Gender		ш	Ŀ.
Race		African	African
Name			
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African   Midoas Diponas Public   Policy formulation, Employee Performance   AveaZuu-Nateil   Administration, National Public   Administration, National Public   Administration   Administration, National Public   Administration   Public Administration,   Labour Relation, Human Resources   Administration   Public Administration,   Labour Relation, Human Resources   Administration,   Labour Relation, Human Resources   Public Administration,   Labour Relation, Human Resources   Public Administration,   Labour Relation, Human Resources   Public Administration,   Labour Relations   Public Administration,   Labour Relation, Human Resources   Public Administration,   Labour Relation, Human Resources   Public Administration,   Labour Relation   Public Administration,   Labour Relation   Public Administration,   Labour Relation, Human Resources   Eastern Cape Public Administration,   Labour Relation   Public Administration,   Labour Relation   Public Administration,   Labour Relation   Public Administration,   Labour Relation   Public Administration,   Labour Relation   Public Administration,   Labour Relation   Labou	$\overline{}$			T T		
African Mational Diploma: Public Administration, National Higher Diploma: Public Administration, National Higher Diploma: Public Administration, Master's Degree Public Managernent, Doctor of Philosophy: Public Management and Governance Diploma in Marketing, Higher Diploma in Marketing, Higher Diploma in Education, Bachelor of Arts, MBA (Current)  TRADITIONAL LEADE!  African M Bachelor of Philosophy in Bible Interpretation, Diploma in Theology, Bachelor of Arts Hons Development Studies, Bachelor of Agriculture	Location	KwaZulu-Natal		Eastern Cape		Eastem Cape
African Material Diploma Publoma Publoma Publoma Publoma Philosophy: Pand Governer African F Diploma in Ed Arts, MBA (Culturent Publoma in Ed Arts, MBA (Culturent Publogy, Bachelor of Plus Publogy, Ba	Ехрелепсе	Policy formulation, Employee Performance Management, Organisational Development and Evaluation, Human Resources Administration, Labour Relations, Manage Corporate Services, Manage Human and Financial Resources		Project Management, Strategy –UCT Business School, Business Writing Skills, Pitching to Win Training, CSI training sponsored through ABSA, Risk and Audit Training, Effective Course for Managers, Pit to Port Training, Customer Engagement Workshop, Aberkyn Program (Netherlands.  Council Member at EastCape Midlands College (FET College), also serves on the 2 committees, HR Committee – advise the college on HR issues, Board Member of Mandela Bay Development Agency (MBDA), Chairman of REMCO, Risk and Audit Committee – risk mitigation on finances, legal issues, Board Member – Eastem Cape Liquor Board, Used to be an advisor to the then CEO of the Fort Hare Foundation, Member of Vision 4, Deputy Secretary of the Province – PPF	IRS	Pastoral work – ensure general wellness/spiritual life of church members, counselling, reconcitiation, mediation, promotion of social justice. Teaching and holistic development of fearners, economic use and storage of water.  Deputy Chairperson of Amatola Water (interim Board), President of Southern Africa Young Men's Guild (2019-2021), Chair Resolution Committee (2019-2022)
African African African		National Diploma: Public Administration, National Higher Diploma: Public Administration, Master's Degree Public Management, Doctor of Philosophy: Public Management	and Governance	Diploma in Marketing, Higher Diploma in Education, Bachelor of Arts, MBA (Current)	TRADITIONAL LEADE	Bachefor of Philosophy in Bible Interpretation, Diploma in Theology, Bachelor of Arts Hons Development Studies, Bachelor of Agriculture
	Gender	Σ		ш,		Σ
Name	Race	African		African		African
	Name					
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# ANNEXURE B: ADDITIONAL SUPPLEMENT LIST DEVELOPED BY THE MINISTER'S ADVISORS

Parties   Part					
ENGINEERING AND CONSTR  ENGINEERING AND CONSTR  ENGINEERING AND CONSTR  Engineering Electric, BSc  Engineering Electric, BSc  Engineering Electric, BSc  Human Resources  Piploma  Human Resources  African Master's in Public Administration, Bachelor of Arts  African African Arts  Doctoral Degree - currently defenred, Global Executive Boxelopment Programme, Advanced Strategio Management Programme, Masters in Business Administration [MBA], B. Com Degree: Majors - Business Management and Marketing, Geology Diploma	Location	Eastern Cape		Eastern Capa	Gauteng
African Master Becheloman Master African African African African African African African African Becheloman African Becheloman African Becheloman Manage Geolog		Electric Engineer - Water Recovery growth at SASOL, Engineering Technical Advisor/ Manager with Hawker Siddeley - Medium Voltage Transformer Switchgear Manufacturing Company, Project Engineer (Electrical systems) at Pebble Bed Modular Reactor Project (PBMR), Electrical Engineering at Gold Fields Mining Services, Project Engineering Manager at Gold Field Mining Services, Senior Electrical Engineer - SNC Lavalin. Roan Tailing Project in Democratic Republic of Congo.	93	Mayor – Ngcobo Local Municipality, EDO Department of Education – Ngcobo District, ABET District Coordinator, Educator, Head of Department – Falo SSS, Coffrovaba. Served as a board member of the Housing Development Agency.	Production, Organisational Development, Trade Facilitation – Intra-Africa and Regional Integration, Programme and Project Management, General Management Operations, Development of feam compacts and pecking order, Coaching and Mentoring – personal mastery, Collaborative approach and principles – focus on enhancement of feam strengffis, Leadership archetypes – focus on team development through structures "Think Tank"
African African	Qualification	ENGINEERING AND CONST MSc Engineering Electric, BSc Engineering Electric, BSc Honours Maths, BSc, Secondary Teachers Diploma	HUMAN RESOURCE	Master's in Public Administration, Bachelor of Education, Higher Diploma in Education, Bachelor of Arts	Doctoral Degree - currently deferred, Global Executive Development Programme, Advanced Strategio Management Programme, IRSMI Menagement Development Programme, Masters in Busíness Administration [MBA], B. Com Degree: Majors - Busíness Management and Marketing, Geology Diploma
Name.	Gender	Σ		Σ	ш
	Race	African		African	African
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Location	Eastern Cape
Experience	Leadership and management, successfully implemented various management disciplines which include: Strategic Management, Knowledge Management, Knowledge Management, Knowledge Management, Advanced financial Analysis, Project Management, Human Capital Management, Change Management, Risk Management, Stakeholder Management, Risk Management, Stakeholder Management, to communication Management, Innovations Management and the management of operations to mention a few.  Currently a member of the DTI Minister's Advisory Board, a Trustee of the Eyabantwana Trust, currently Board member of the World Association of Girl Guides and Girl Scouts, an ordained Minister serving in the Anglican Church of St Saviours, Chairperson of the Finance Committee St Saviours Parish.
Ovalification	Master's degree in Business Administration (MBA) Degree, Honours Bachelor of Commerce and Bachelor of Commerce
Gender	LL.
Race	African
Name	
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Location			Eastern Cape	Gauteng	
Experience	member Mhlathuze Water Buard (2018), Advisor to the Technical Committee National Nuclear Regulator (NNR) (2017 to date), Board member Water Research Commission (WRC) (2016 to date), Interim Board member Zenzele TDC, Subsidiary of SEDA (2015 – 2016), Council	Метьег Water Institute of Southern Africa (W(SA)) (2010-14).	Groundwater Scientist and World Islamic Economic Forum Global Young fellow with extensive international exposure. Worked and trained in multiple research labs globally. Creative problem solving, Project Management, Research, Leadership, Quality Assurance and Control, Geophysics (Potential fields), Policy development, Training, Hydrogeology, Laboratory work. Board member. Anserine Trading and Investments (2010-2016), R.A.N trust (2012 – 2016)	Various economic industries of the Agricultural Sector for the last twelve (12) years, Have a clear understanding of the dynamics and challenges facing the development in the Agricultural and Water sector as a key economic driver of the rural economy but at the same time and have acquired knowledge on prospects and challenges facing other sectors of the economy as well.  Board member at Grain Farmer Development Association (GFADA) (2011 - 2016), Abenzi Investments Holdings, (2012 -2014), Mohair Empowerment Trust, (2009 - 2017)	 
Qualification			BSc Environmental Science, BSc (Hons) Environmental Science, MSc Environmental and Water Sciences, PhD Geology (Geophysics) (graduated)	PhD Sustainable Agriculture (Todate), Masters in Sustainable Agriculture (MSA), Masters in Business Administration (MBA), Bachelor of Technology in Agricultural Management, National Diploma in Farm Business Management	BUSINESS MANAGEMENT
Gender			∑	≥ .	
Race			Indian	African	
Name		<u>.</u>			
 ∂.≗			98	44	

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		5		-	i.
Location	Eastern Cape			Eastern Cape	Eastern Cape
Experience	Tourism Development, Resolution of disputes in ferms of Customary Law.  Acting Chief: ImiDushane Traditional Council (2016 to date), Chairperson: ImiDushane Trust: (2016 to date), Deputy Chairperson: Buffalo City Local House of Traditional Leaders (2016 to date), Board Member: Noera Macadamia Farming Pty Ltd (2016 to date), Board Member: Macadamia Skilis Academy (2016 to date).		Has 20 years management experience as a practising attorney and conveyancer. He is qualified in risk management, governance and studying compliance management. Has worked as acting Magistrate. Serves as a Commissioner of small claims Court. He served in several Boards as a Chairperson, Board member and in Audit Committees, Interim board member at Amatola Water, Presiding as chairperson in Property Valuation Appeal Board, serves in as a member of Human Resources and Remunerations Committee.	Has rich experience of oversight of the public service, financial oversight, and performance management experience, knowledge of the PEMA, Treasury Regulations knowledge and understanding of KING IV: Code of Good Governance principles.  Previously served as a Member of the Executive MEC for Health, Member of the MEC, Chief Whip of Majority Party, Legislature Programming Committee, and Deputy Chief. Currently serving as an interim Board of Amatola Water.	Over 8 years of experience in local and national government, experience in public sector operations and relevant legislation and
Qualification	Judicial Skills for Traditional Leaders, World Tourism Organization Practicum Diplome, Certificate in Marketing Management, Honours in Sociology	LEGAL EXPERTISE	B Juris and LLB Post Grad, an admitted Attorney and a Conveyance. Member of Black Lawyers Association,	Cert of Completion on Infergovernmental Relations Training course, MPA e, Diploma Political transformation and Good Governance, BA, Teachers Diploma	11B, Honours BA, BA International Political Studies
Gender	LL.		Σ	B	L
Race	African		Affican	Affican	African
Name					
≥ 8			<del>6</del>	120	19

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Location	Eastern Cape	Gauteng	Eastern Cape	Eastern Cape		Eastern Cape
Experience	Analytical skills, Strategy development, Policy formulation, Numeracy Skills, Service Excellence, Leadership Skills, Decision making, Negatiation skills, Communication skills.  Interim Board Member at Amatola Water.	Research & Development, Governance, Water Resource, Management Project Management, Municipal Infrasfructure Planning	Deputy chairperson of SACCAWU in the Eastern Cape, Supervisor at Transkei Road Transport, Whippery at Eastern Cape Legislature from 2009-2014, Member occupying intelligence committee, local government committee, petition and executive undertaking from 2014–2019. Interim board member at Amatola Water, ANC Regional working committee for two terms.	Oversight of internal controls, financial statements and integrated reporting, risk management oversight, ethics, and integrity, performance management and information and communication. Management. Strategic direction of the company, full and effective control of the company. Board member. Anatola Water Board; Minquina Local Municipality.	RS	Leadership (Chief of AmaBhele Tradifional Community), Educator and Project Management. Board Member at Amatola Water (2009 - 2016), Board Member at Nompumelelo Hospital (2007 -
Qualification	Second year Bachelor of Laws Degree, Delegate at the Project Management Programme, Postgraduate – Higher Education Diploma, Bachelor of Arts Honours, Bachelor of Arts.	B Com (Ed), Post Graduate Masters Diploma in Human Resources Management, BCom (Hons) Development Studies, MPhil Integrated Water Resources Management	Certificate in Human Relations, National Diploma in Computer, Advanced Project Management, Intelligence Course, Advanced Governance and Public Leadership	Master's Degrae in Management; Diploma in Labour Law, Bachelor's Degree in Social Work	TRADITIONAL LEADERS	Secondary Teacher's Diploma, Sport Management, B A Degree
Gender	L	ட	L	щ		Σ
Race	African	African	Aftican	African		African
Name						
2 5	06	26	126	109		89



# transport

Transport REPUBLIC OF STAUTH APSHOA

SERVE ON THE BOARD OF THE GROBAR DITLINROAD DAPPATION FOR NOWINGOUS OF PERSONS TRANSPORT AGENCY IC BIGG. The Cross-Border Road Transport Agency is a restoned public feltity esteblished in terms of the Gross-Border-Road Transport 24, 1999 (Att ordinated advice, regulation, facilitation and law evitationient in respect No. 4 of 1898). Its mandate is to provide the operative smillion of cross-border med brinsport by the public and private sector.

of cross-border road transport by insuling permits a undertaile beging the establishment of policies the establishment of policies. and consultative relationships and shuidtures between population of private. The Agency has a Board, whose function is to advice the Minister dysamy. espect related to cross-horder road transport policy. Fregulate access, to the market by the road transport freight and passers or Indially fracing sector institutions with an interest in cross-burder residing any The Board strait have variances which will strain with prifecutions the land Separation 2019, due to early of the term of office of filiances of the Board. The Board serves for a period of three years and is accordinate to the Minister of Transport. In terms of the Act, the Minister of Transport. In terms of the Act, the Minister of Transport is required to appoint not more than eight other members, of whom not more 5

- · two mambers must be appointed on the account of their expects of
  - two must be appointed on account of their expertee. In cross-border cross-border road transport of freight; and road transport of passempars
- the other Board must knot de members who have legal knowledge and relevant expertes in corporate povernance, including majorial.
  - папарател, от

are knowledgeable about the cross-tonder road handport industry. Including tabour matters. Mentbers of the public are hareby invited to nominate persons who have

the required knowledge, expertise and experience to serve on the Board,

Norminations must contain the full name and address of the interested perfes making the nominations, a signed acceptance of the jidintipsion. by the nomines, ID copy and Curriculum Vise of the nomines providing. amongstothers, the candidate's;

- Full name and gender
- Correct address, lateratoria and fax numbers and e-mail address in Prantons experience and relevant expenties, quoting datas and consultations consultations.

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- - Organisations concerned · Academicqualidadors
    - Other Board inerthorship

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The normination must be forwarded to: The Disector German, Delangtion of Transport

The closing date for the nominations to 19 July 2019

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# transport

REPUBLIC OF SOUTH ACTOCA Population in

# INVITATION FOR NOWNATIONS CHARGONS TO SERVE ON THE BOARD OF THE FAILWAY SATETY REGULATOR

The Railway Sarety Regulator is a national public entity established in terms of the National Railway Safety. appropriate support, monitoring and enforcement, garded. by an enabling regulation framework, including regulations. oversee and promote selfe rallway operations through Regulator Act, 2002 (Act No. 16 of 2002). Its mandate is to and safety standards.

The Regulator has a Board, whose function is to ensure that the Regulator stuyes to additive the objectives dessential the Adama sections of the Regulator control over the properties of the Pennishry the Act and exercise general control over the of the functions of the Regulator.

Stills, expertise of experience in mattersagaryelming the Railway Industry, Railway Operators, Transport Labour Nominations are invited from persons with qualification Safety and Security.

Nominations must contain the full name grid gauses and the tradected parties, making the communitations in stigning the communitations in stigning the communitation of the communitation by the noting the copy when Cuffictum Miss states no mine deproved by a smooth structure. Nominations must contain the full name and that

- Full name and gender
- Confact address, telephone and fax numbers and A STATE OF THE PARTY OF THE PAR e-mail address
  - Pravious experience and relevant expenses on our provider of dates and organisations concerned Other Board membership(s) Academic qualifications.

The northination must be forwarded

Closing date for nominations: 19,101y 2019

Jonathalons reperred after the closing date



# transport

Transport REPUBLIC OF SOUTH AFRICA

# ANY PATION FOR NOMINATIONS OF PERSONS TO SERVE ON THE BOARD OF THE SOUTH AFRICAN MARITIME SAFETY AUTHORITY (SAMSA)

ships in the marine-environment, and to promote South Africa's The South African Martine Safety Authority (SAMSA) is a national public entity established in forms of the South African Maritime Safety, Authority, 1998 (Act No. 5 of 1998). Its mandate is to ensure safety of life and property at sea; prevent and combat pollution from mantime interests.

Actions everyone il authority and control over the financial social management of the entity. The Board serves that the entitivistives for the achievement of the objects outline in the to a period of unree, years and is accountable to the wantster of SAMSA has a Board, whose Rittichars is to ensure, amongst others. :: \$35 1 Oddor

The Beardhas vacances, which the Minister of Transport would like to fill.

Postons with sulable expertise in the Shipping Industry or Martimes. Business Wanagement, Legal. (specializing in Nartime. Law). China of the Act, the Minister of Transport is required to appoint Organised Labour in Martime. Interested parties are hereby invited to nominate suitable persons who fit the requirements to fill in the vacancies within the Board. Nominations must contain the full name and address of the interposed parties making the hominations, a signed acceptance of The nomination County and Cumpulum Vitae of the nominee providing amongstomers, the candidates.

・ Euli name artugende Contactadules: (eleptione and fax numbers and e-mail address Trovions 知知の所定を知可下を知すfax numbers and e-mail address នៃសម្រាញ់ពីក្រចុំខ្លួំ and relevant expertise, ជួបលំពេញ dates and allons concerned 14 K 15 C 18 C Panego.

Other Board mentionship codemic quantitations

to: The Director-General The nomination must be torwarded Department of Transport. attention

Closing date for nominations, 19 July 2019.

ě Nominations received after the closing date will not



### MINISTRY COMMUNICATIONS AND DIGITAL TECHNOLOGIES REPUBLIC OF SOUTH AFRICA

Private Sag X880, Pretoria, 0001, Tel: +27 12 427 8270 Pak: +27 12 427 8115 Private Bag X 9181, Cape Town, 8000 Tel: +27 21 489 5223 Page 427 21 482 1848

URL: http://www.dedt.gov.zg

### Department of Communications and Digital Technologies

The Department is an equal opportunity department and the Department's intention is to promote equity through the filling of these posts.

**NOTE**: Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of <u>all</u> qualification(s), and ID document.

The successful candidates must disclose particulars of all registrable financial interests and sign employment contracts within one month from the date of assumption of duty. Performance Agreements must be concluded and signed within three months from the date of assumption of duty.

Note: Applications received after the closing date will <u>not</u> be considered. <u>Faxed or e-mailed applications will be considered</u>. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment using the mandated DPSA SMS competency assessment tools. All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo a full security vetting. All applicants must declare any conflict or perceived conflict of Interest and must disclose membership of Boards and directorships associated with. The successful candidate also has to disclose annually his/her financial interest. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of amployment equity within the Department, will receive preference.

CLOSING DATE: 10 July 2020

POST: DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (6 YEAR CONTRACT)

SALARY:

An all-inclusive package of R1 978 533 per annum and a 10% non-pansionable HoD allowance

CENTRE:

Pretoria, Hatfield

REQUIREMENTS:

A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment, backed by an undergraduate and post/graduate qualifications up to NQF level 8 as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996) as well as the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on All Sector, its policies and how they are impacted on by global development will be an added advantage. COMPETENCIES: Extensive knowledge of the Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts. Sound knowledge of ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery innovation, problem solving skills and analysis attributes. Be client and customer orientation. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / feader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy of the ICT sector.

DUTIES:

Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources allocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-serviced areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive estrategy. Ensure that all the State-Owned Companies (SOCs) under this department function optimally and deliver on their respective mandates and where necessary they are rationalised in line with the recommendations of the Presidential Review Committee. Facilitate and iCT sector in the Republic, Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

**ENQUIRIES**:

#7 12 421 7100, Ms Tania Beukes +27 12 427 8284

Knowledge of project management practices. Knowledge of business practices and processes **Competencies Required:** Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.

DUTIES:

Reporting to the Senior Research Expert on 4IR, the successful candidate will be responsible for conducting research on identified economic sectors to be advanced for global competitiveness through 4IR and statistics. Coordinating and monitoring the implementation of 4IR interventions and programs with a focus on statistics. Participating in international and regional discussions and conferences on 4IR matters. Development of the socio-economic impact assessment and Fourth Industrial Revolution indicators in relation to public policy development.

ENQUIRIES:

### **AFRICAN NATIONAL CONGRESS**

### SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA. Tel: 27.11.376.1000 Website: www.anc.org.za

Professor Itumeleng Mosala Secretary Judicial Commission of Inquiry into Allegations of State Capture 2<sup>nd</sup> Floor Hillside House 17 Empire Road Parktown

Per email:

24 June 2021

Sir

# REQUEST FOR DEPLOYMENT COMMITTEE AND DISCIPLINARY COMMITTEE RECORDS OF THE AFRICAN NATIONAL CONGRESS (ANC)

Your letter dated 18 June 2021 bears reference.

In paragraph 3 of your abovementioned letter, you reiterate the Commission's request of 25 May 2021 for the "minutes of the National Deployment Committee for the period December 2012 to December 2017". Paragraph 3 of the letter states that despite the views expressed in our letter to the Commission dated 10 June 2021, the Commission persists in the request for the relevant Deployment Committee minutes.

Following receipt of the Commission's letter dated 18 June 2021, we have conducted a thorough search for minutes of the National Deployment Committee for the period December 2012 to December 2017. No minutes of the meetings of the National Deployment Committee for the relevant period could be found.

To our knowledge, the meetings of the National Deployment Committee were not being minuted during the period as requested.

We trust that the Commission will find the above to be in order.

Yours faithfully

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Chief Justice of the Republic of South Africa Chairperson: Justice RMM on dio

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State Capture, Corruption and Fraud in the Public Sector including organs of This is the report of the Judic ial Commission of Inquiry into allegations of state, also known to the public and the media as the Zondo Commission

COMMISSION OF STATE CAPTURE

Report of the Judicial Commission of Inquiry into State Capture: Part VI: Vol. 2

and the Role of the ANC and

Parliamentary Oversight

Vol. 🗞 State Capture Established, President Ramaphosa's Evidence Report: Par VI

### Cadre deployment

- 390. President Ramaphosa was asked to address the ANC's policy of "cadre deployment" and its possible role in facilitating corruption and state capture. President Ramaphosa was the chairperson of the Deployment Committee between December 2012 and December 2017, then in his capacity as the Deputy President of the ANC.
- 391. The ANC is guided in this regard by the ANC Cadre Deployment and Development Policy<sup>35</sup>, as well as other party documents. The Deployment Committee is headed by the ANC Deputy President and comprises fifteen NEC members, including the Deputy Secretary-General.<sup>316</sup>
- 392. The ANC's approach to cadre deployment was previously discussed by Mr Gwede

  Mantashe in his testimony.317 Former President Zuma also testified about cadre

  deployment during his brief appearance before the Commission.318

### Records and minutes

393. In addition to these testimonies, the Commission requested the minutes of the ANC Deployment Committee under the chairmanship of President Ramaphosa. The Commission was informed that there are no minutes for the period 2012 to 2017. The Commission subsequently requested to be provided with Deployment Committee minutes for the later period (any portion of 2017 and the period 2018-2021). These

<sup>315 8</sup>B81-MCR-ANC-118 ff.

<sup>315 8881-</sup>MCR-ANC-011 f. para 27

<sup>317</sup> See summary prepared by Waseem Holland.

<sup>318</sup> Summarized as part of Project 0

records were received shortly before the President's second appearance in August 2021.319

394. President Ramaphosa was asked whether minutes were lost or destroyed, or were simply never taken. He responded that he did not recall minutes ever being taken, which he explained as follows:

"PRESIDENT RAMAPHOSA: I think you can ascribe that to rather unfortunate record keeping processes because in the main the ANC has so many meetings one after the other. So many committees and I think those who are in charge will just take notes and just record a decision and it is then communicated." 250

- 395. It was put to him that the ANC has a well-established practice of taking minutes, which he conceded. It was then put to him that it is improbable that there were no minutes taken of important meetings in which Ministers participated. President Ramaphosa said that this was a "lapse" due to the organisation being "always on the go" and "handling so many other processes", and that these administrative weaknesses needed to be addressed as part of the ANC's "renewal process."321
- 396. While it is possible that no minutes were taken, it remains improbable that there are no records of the Committee's activities between 2012 and 2017, especially given the fact that Ministers and other senior officials would deal with the Committee multiple times in respect of a single deployment. As noted on behalf of the Commisson when President Ramaphosa was questioned on the topic, the ANC has historically always ensured that important meetings are minutes.<sup>322</sup>

<sup>319</sup> CR-REF-BUNDLE-038 ff.

<sup>320</sup> Transcript of Day 427, 10.

<sup>321</sup> Transcript of Day 427, 11-12.

<sup>322</sup> Transcript of Day 427, 11.

397. President Ramaphosa and Mr Mantashe both stressed the importance of cadre deployment to the ruling party. It is therefore concerning that basic record-keeping, arguably a necessity for ensuring transparency and good governance, may have been neglected for at least five years under President Ramaphosa. It is difficult to conceive how the Party would have any oversight over the Committee without any records. It is also difficult to conceive how Committee would report on its activities to the party membership and leaders. Finally, only with an accurate and comprehensive written record could the Committee be held accountable for its decisions and recommendations.

### What is the purpose of cadre deployment?

398. According to President Ramaphosa, the deployment policy is aimed at ensuring that the person most "fit-for-purpose" is appointed whatever critical position has been identified.<sup>323</sup> He said that policy aims to ensure the transformation of South Africa's institutions following the end of Apartheid. Deployment ensures that these institutions reflect the demographics of the country. The need to ensure that these changes are "solidified" continues today.<sup>324</sup> Some of the considerations of the Deployment Committee are political, regarding "key positions where we seek to advance the mandate of the governing party."<sup>325</sup>

399. According to President Ramaphosa, the Committee considers things like gender balance, demographic representation and the developmental agenda of the governing

<sup>323</sup> BBB1-MCR-ANC-011 para 25

<sup>324</sup> BBB1-MCR-ANC-012 para 28

<sup>325</sup> Transcript of Day 384, 43.

party in making its recommendations. 326 President Ramaphosa asserted that the need to ensure the transformation of state institutions still continues. 327

- 400. President Ramaphosa stressed that this policy is not unique to the ANC, and is practices in various forms worldwide and by other parties in South Africa.<sup>328</sup>
- 401. The party's deployment policy states that the immediate goal is to "deepen the hold of the liberation movement over the levers of the state." 329 President Ramaphosa argued that some degree of political involvement in administration is "essential for the proper functioning of a democracy" as the political administration needs to be able to change policy direction. However the ANC recognises that political involvement in administration "circumscribed by legislation, convention and practice." 330 There needs to be a "balance" between political considerations, technical proficiency, and objectivity. 331He reaffirmed the importance of a non-partisan civil service. 332
- 402. It was decided at the ANC 53rd National Conference that the party should monitor the performance of deployees to ensure that the recommendations of the Deployment Committee were "bearing fruit". It was decided at the 54th National Conference that continual development would be required to ensure there was no "sense of complacency" among deployees. 333 There has been no evidence on whether the ANC was effectively monitoring its deployees or holding them to account for their performance.

<sup>326</sup> Transcript of Day 384, 77-78.

<sup>327</sup> BBB1-MCR-ANC-012 para 28, also Transcript of Day 384, 86-87.

<sup>328</sup> BBB1-MCR-ANC-012 f. para 30, 33, also Transcript of Day 384, 87-88.

<sup>329</sup> BBB1-MCR-ANC-120 para 9

<sup>330</sup> BBB1-MCR-ANC-014 para 36

<sup>331</sup> Transcript of Day 384, 92-93.

<sup>332</sup> Transcript of Day 384, 92.

<sup>333</sup> BBB1-MCR-ANC-015 f. para 37

#### Which positions are considered by the Deployment Committee?

- 403. President Ramaphosa discussed the difference between the deployment of public representatives to elected positions in legislative and executive bodies in government, and the deployment of cadres to strategic positions in the state. The appointment and election of public representatives is the prerogative of the party. The Commission is concerned largely with the deployment of party cadres to positions in state institutions and in the civil service, and therefore this summary focuses on that category.
- 404. According to President Ramaphosa, the ANC deployment policy applies to senior positions in government such as Directors-General and Deputy Directors-General as well as leadership in critical institutions including the private sector. 334 lt does not apply to the appointment of Ministers, which is the prerogative of the President. 335
- 405. A section of the ANC's deployment policy, outlining the "key centres of authority" to which cadres should be deployed, was put to President Ramaphosa. The policy identified cabinet, the entire civil service (but most importantly from director level upwards), premiers and provincial administrations, legislatures, local government, parastatals, education institutions, independent statutory commissions, agencies, board and institutes, ambassadorial appointments, and international organisations and institutions.
- 406. President Ramaphosa confirmed that this list falls within the scope of activity for the Deployment Committee, although in practice the Committee did not consider all of these categories. The Committee, he said, "has set itself its own limit." 336 Specifically:

<sup>334</sup> BBB1-MCR-ANC-011 para 25

<sup>335</sup> BB81-MCR-ANC-011 para 26

<sup>336</sup> Transcript of Day 384, 59-60.

- 406.1. The Committee is not involved in the appointment of minister to cabinet.
- The Committee only considers the top leadership of the civil service, from Deputy Directors-General upwards.
- 406.3. The Committee "hardly ever" considers appointments to provincial administrations.
- 406.4. The party has a separate process of identifying candidates for legislatures which does not involve the Deployment Committee.
- 406.5. Local government appointments also involve the communities.
- 406.6. The Committee considers the "key top positions" of parastatals.
- 406.7. The Committee "hardly ever" considers appointments to education institutions.
- 406.8. The Committee considers "top key" positions to independent institutions.
- 406.9. Appointments to the judiciary are left to the process prescribed by law. (This is untrue and was the matter of further testimony, see below.)
- 407. Although President Ramaphosa contended that as a matter of *practice* the Committee limits itself, the party's deployment policy nevertheless applies to all the positions mentioned above. He did not indicate whether he believed the policy should be narrowed or should remain as expansive as it is.<sup>337</sup>
- 408. On judicial appointments:

<sup>337</sup> Transcript of Day 384, 63.

408.1. President Ramaphosa stated during his first appearance that judicial appointments are "so well managed through the dispensation we have" and the Judicial Services Commission, and that therefore the Deployment Committee does not get involved in judicial appointments.<sup>330</sup> Mr Mantashe had also said that the Committee does not appoint judges as it respects the separation of powers, and that no judge has ever accounted to Luthuli House.<sup>339</sup>

At his second appearance, minutes of a Committee meeting where judicial appointments were indeed discussed were put to President Ramaphosa. The Committee recommended two justices to fill vacancies in the Constitutional Court. It recommended a judge to fill a position on the Supreme Court of Appeal and in other capacities as well, including Deputy Judge President in a province.<sup>340</sup>

408.3. President Ramaphosa responded that the Committee may note vacancies, σ even propose names, but it "knows very well that it is not the appointing structure" and ultimately cannot and does not decide on appointments. He also reiterated the role of the Committee in ensuring transformation in the state, for example on insisting upon the appointments of female judicial officers, and that therefore we should look at the Committee's involvement positively. Nevertheless, he reaffirmed that the ANC should not choose judges and that the process should be non-partisan and independent. 341

408.4. I noted that the JSC, which is responsible for judicial appointments, includes members of Parliament who are ANC members, who should be able to

<sup>338</sup> Transcript of Day 384, 64-65.

<sup>339</sup> Transcript of Day 374, 128-134.

<sup>340</sup> Transcript of Day 427, 27-28.

<sup>341</sup>Transcript of Day 427, 28-30.

represent the will of the party. The JSC process is transparent, and candidates are able to defend themselves or answer concerns during the process. However if appointments are decided behind closed doors in by the Deployment Committee, they are not subjected to public scrutiny.<sup>342</sup>

- 408.5. President Ramaphosa gave examples of certain appointment processes which had indeed been transparent, such as the appointment of Shamila Batohi as NDPP. He mused that it was an "interesting proposition" to remove the "shroud of secrecy" around deployments, and that perhaps the party should be able to show its hand. "Maybe we need to grow up and see how best the democratic process can mature on that level." 343
- 408.6. While he admitted the value of transparency in appointments, he did not address the concern of the Chairperson, which is that decisions made by the Committee occur outside of the proper Constitutional structures and are therefore not subject to scrutiny or oversight. Whether that might be changed in the future has no bearing on the consequences of this practice, with which the Commission is dealing.
- 408.7. It was noted that in this particular case, the Committee *recommended* names for the bench. In the context of democratic centralism, this must have been intended to influence the decision of the JSC.<sup>344</sup>
- 408.8. I posited that the influence of the Deployment Committee could be very weighty for those members of the JSC who are ANC MPs. If the Committee

<sup>342</sup> Transcript of Day 427, 31-32.

<sup>343</sup> Transcript of Day 427, 33-34.

<sup>344</sup> Transcript of Day 427, 34.

recommendation is known to those members before the interview process commences, that may cause those members to be biased towards or against particular candidates in circumstances where they should be quite open.<sup>345</sup> The Commission confirmed that, in the case cited above, the Committee had met and made its decisions about judicial appointments before the interviews took place.<sup>346</sup>

- 408.9. President Ramaphosa responded that all interest groups, including political parties, have preferences that they will articulate, and that is not necessarily unethical or illegal. He again suggested that the process should be more transparent.<sup>347</sup>
- I noted that there was a concern that factionalism and other such issues would be carried into the judiciary. He asked the President to clarify whether this meeting was an exception, or if the Deployment Committee did in fact involve itself in judicial appointments. President Ramaphosa suggested that this should be viewed in a "positive light" as the ANC was dedicated to transforming the judiciary. Although judicial officers should not have a relationship with the ANC, the governing body must play a role in transforming the judiciary. 348
- 408.11. This concession does contradict President Ramaphosa's and Mr Mantashe's earlier statements that the Committee does not consider judicial appointments and only encourages candidates to apply.

<sup>345</sup> Transcript of Day 427, 35-36.

<sup>345</sup> Transcript of Day 428, 71.

<sup>347</sup> Transcript of Day 427, 36-39.

<sup>348</sup> Transcript of Day 428, 72-76.

408.12. I noted that any interested party can submit comments to the JSC, including the ANC. 349

408.13. President Ramaphosa reiterated that the process was 'safe' as the JSC is the appointing body and makes its own decisions. There have been times when the ANC's preferred candidate was not appointed, which shows how robust the system is.350

409. President Ramaphosa testified that, under his chairpersonship, the Deployment Committee did not consider appointments to law enforcement agencies.<sup>351</sup> President Ramaphosa repeated that the party does seek to influence decisions but that the process is safe as the Deployment Committee has no power to make appointments.<sup>352</sup>

Does the Committee give recommendations or instructions?

410. President Ramaphosa testified that the Deployment Committee operates "like a recommendations committee" and does not make appointments or instruct appointing authorities to appoint certain persons. According to his statement:

"The Deployment Committee does not decide who should take up specific positions. Rather it discusses who should be encouraged to apply for this or that position, and makes recommendations to the persons making the appointments. The Deployment Committee furthermore will give its opinion to any Minister who may seek its guidance on critical appointments that Minister must make. It gives guidance; it does not give an instruction to appoint.

In identifying suitable candidates for positions in public entities, the ANC does not seek to circumvent the established and often legally-mandated processes for the

<sup>349</sup> Transcript of Day 428, 75-76.

<sup>350</sup> Transcript of Day 428, 77-81.

<sup>351</sup> Transcript of Day 384, 73-74.

<sup>352</sup> Transcript of Day 427, 35.

appointment of individuals to these positions, candidates are still expected to submit their applications, meet the necessary requirements and be subjected to the normal processes of recruitment, selection and appointment.<sup>#353</sup>

- 411. He also noted that the wishes of the Deployment Committee often do not materialise. 354
- 412. President Ramaphosa's central claim (as well as that of Mr Mantashe and even Mr Zuma) that the Committee merely makes recommendations and has no power to determine appointments implies that it would be improper for a committee of the party to decide upon appointments to positions in the state. This claim was carefully scrutinised.
- 413. The Chairperson noted that appointing authorities, who are themselves ANC members and therefore bound to the decisions of the party, such as ministers, might feel pressured to appoint the Deployment Committee's chosen candidate, and that this would confer said candidate with an unfair advantage. 355
- 414. President Ramaphosa' testified in response to this proposition that ministers often seek to convince the Committee to support their choice:

"PRESIDENT RAMAPHOSA: So they come to the deployment committee and seek to convince the deployment committee and even put up a... argumentation of why the persons that they may want to see appointed should be recommended by the deployment committee... So they seek to convince the deployment committee." 356

<sup>353</sup> BBB1-MCR-ANC-017 para 39.2

<sup>354</sup> Transcript of Day 384, 42-43.

<sup>355</sup> Transcript of Day 384, 47-48.

<sup>356</sup> Transcript of Day 384, 49.

415. President Ramaphosa's argument is that the Committee therefore serves as a "filter" or a type of "quality assurance" in order to ensure that the minister's candidate is fit-for-purpose.<sup>357</sup> He continued:

"PRESIDENT RAMAPHOSA: What often happens, it is actually the minister who... who comes and says, I am recommending the following and the deployment committee then examines that and it is often convinced ... And I have been in situations where the minister would come back maybe two to three times. And say... This is the best one. And I want to convince you and even bring further documentation to prove the case. And then I am not suggesting that the minister brow beats the deployment committee into submission, but... That is how it often happens."358

416. Later in his testimony, President Ramaphosa remarked:

"PRESIDENT RAMAPHOSA: But Cabinet then finally, Chairperson, deliberates on each of the names where Cabinet has a role in deciding because of legislation for that entity. It deliberates on that and some names fall off at Cabinet level and some on those lists are sent back to the minister or Cabinet says: Take this back. We are not about to approve this.

And the ministers pull out their hair and be frustrated but that is the rigorous role that is involved in the selection of those people. And may I add deployment committee level, I know of ministers who have been there three times or more just to get a list recommended.

So it is not as easy as that where you just have a list which is underpinned by nefarious intentions, just approved, it is quite vigorous and I have known and I have seen ministers coming out of that type of process just pulling the sweat off their foreheads because it means they have achieved something. It is not an easy process."359

417. The fact that ministers seek to convince the Committee, and go through such lengths to do so, implies however that the true and ultimate decision-making power lies with the

<sup>357</sup> Transcript of Day 384, 49-50.

<sup>358</sup> Transcript of Day 384, 51-52.

<sup>359</sup> Transcript of Day 384, 115-16.

Committee itself. This illustrates a situation where the minister makes a recommendation to the Committee, who has the final say in approving or rejecting a candidate. If the process is merely one of recommendation, Ministers would not need to return three times or more to get a list recommended.

- 418. This is also clear in the Deployment Committee records (2017 onwards), which were carefully reviewed Commission. The following trends were observed in the minutes;<sup>350</sup>
- 418.1. While the language is consistent in part with the Committee making recommendations, in other part the language is peremptory.
- 418.2. The Ministers make recommendations to the Deployment Committee and seek permission to appoint their chosen candidates, which the Committee "approves" or sends back for "refinement".
- 418.3. Ministers have been taken to task by the Deployment Committee for presenting their choices as final and irrevocable, or presenting names to Cabinet which were not approved by the Committee.
- The Committee insists that even before posts are advertised that the Deployment Committee should be notified.
- 419. It therefore appears that the Committee does not always merely make recommendations but in fact often instructs appointing authorities on who to appoint.
- 420. This analysis was put to President Ramaphosa. He insisted that cadre deployment is "safe" as the Committee has no formal power to appoint, and appointments are still

<sup>360</sup> Transcript of Day 427, 14-16.

governed by the legally mandates processes.<sup>361</sup> However this sidesteps the question of how deployment functions in reality, and whether appointing authorities have to accept or rubber-stamp decisions made by the Committee. As the Chairperson put to President Ramaphosa, the party is where the real decisions are taken.<sup>362</sup>

- 421. President Ramaphosa conceded that "the party is where the power resides" and again referred to the role of political parties in our democratic framework. He also reiterated the role that the Committee plays in ensuring demographic representation in the state.

  Again, he did not dispute the main contention put to him that appointment decisions are made within the party. Neither did he grapple with the implications of this.<sup>363</sup>
- 422. President Ramaphosa was asked about a passage in the minutes which illustrates the frustration on the part of a member of the Deployment Committee saying that people accountable to the Committee do not really understand the principle of "democratic centralism". He explained that, according to democratic centralism, party members are bound by decisions taken by higher bodies. It is therefore "a sign of indiscipline" in the ANC to disobey and not follow the decisions of a higher structure.364 Democratic centralism, applied to the system of deployment, would ensure that the power to appoint did indeed lie with the party, in its higher echelons.
- 423. It is also notable that the party's deployment policy states that "decisions of the organisation...are final and a breach of this policy shall constitute a serious offence" and that "deployees of the ANC should always be loyal to the organisation".

<sup>361</sup> Transcript of Day 427, 17-20.

<sup>362</sup> Transcript of Day 427, 23.

<sup>363</sup> Transcript of Day 427, 23-25.

<sup>364</sup> Transcript of Day 427, 26-27.

424. The evidence laid out here lends credence to the Chairperson's proposition (see paras 413 and 420 above) that appointing authorities, including Cabinet, are *de fiacto* bound to the decisions of the Committee, which means that its 'recommendations' are in actuality instructions.

#### The possible role of deployment in State Capture

- 425. Even if it is true that the Committee has no formal power, and that it does not issue explicit instructions to appointing authorities, the evidence shows that this is not the end of the matter.
- 426. The evidence of Barbara Hogan was put to President Ramaphosa. Ms Hogan testified that ANC membership and loyalty, and loyalty to certain factions, was a determining factor in Deployment Committee decisions. President Ramaphosa did not dispute her evidence, but cautioned against "throwing the baby out with the bathwater" as the Deployment Committee played a valuable role in, for example, implementing the developmental agenda of the state and ensuring gender balance in the public service. 365
- 427. One of Ms Hogan's propositions was that the Deployment Committee does not have the necessary expertise to resources to properly consider these appointments. President Ramaphosa responded that appointing authorities, such as ministers, do use selection committees/panels and external entities as a "layer" in the appointment process. He also asserted that the Committee is composed of diverse and knowledgeable persons, which produces a "wealth of wisdom". 366
- 428. President Ramaphosa stated that ANC recognises that "there are several instances where individuals appointed to positions may not have been fit for purpose", but this the

<sup>365</sup> Transcript of Day 384, 75-78.

<sup>366</sup> Transcript of Day 384, 79-80.

ANC addressed this problem at its 54th National Conference by resolving that "the merit principle must apply in the deployment to senior appointments, based on legislated prescripts and in line with the minimum competency standards." This implies that the merit principle did not apply to such deployments until the resolution in December 2017, thus rendering the resolution necessary.

429. The ANC's deployment policy notes that "the potential for NEC members to have political or other interests in the deployment of particular cadres to particular positions cannot be ruled out". 368 President Ramaphosa agreed that this section of the deployment policy, which details a number of ongoing problems concerning cadre deployment, is correct:

"The ANC's range of national and regional deptoyment committees ebbed and fowed over time as the movement battled intra organisation positioning, optimisation of state governance, factionalism, careerism and opportunism, desperation for employment and the organisational dilemmas of having to act against corrupt comrades."

- 430. President Ramaphosa has, at various points in time, acknowledged the role of patronage and corruption in government appointments:
- 430.1. In his January 2020 newsletter titled 'Building a Capable State Is Our Top
  Priority', he wrote: "We are committed to end the practice of poorly qualified
  individuals being parachuted into positions of authority through political
  patronage."370

368 BBB1-MCR-ANC-130 para 49

<sup>367</sup> BBB1-MCR-ANC-017 para 41

<sup>369</sup> Transcript of Day 384, 69-71.

<sup>370</sup> BB82-MCR-ANC-ADDITIONAL-304

In his August 2020 letter to ANC members, he wrote: "Then there are 'jobs for pals', where politicians and officials disregard hiring procedures to employ family members, friends or associates. Not only is this grossly unfair to other prospective candidates, but it often means that the people employed are simply not up to the task. Public services are not rendered, public institutions are poorly managed and public funds go to waste." 371

In his March 2021, he wrote: "All too often, people have been hired into and promoted to key positions for which they are neither suitable nor qualified. This affects government performance, but also contributes to nepotism, political interference in the work of departments, lack of accountability, mismanagement and corruption." 372

431. This is perhaps best articulated in the ANC's 'Eye of a Needle' document from 2001:

"Because leadership in structures of the ANC affords opportunities to assume positions of authority in government, some individuals then compete for ANC leadership positions in order to get into government. Many such members view positions in government as a source of material riches for themselves. Thus resources, prestige and authority of government positions become the driving force in competition for leadership positions in the ANC.

Government positions also go hand-in-hand with the possibility to issue contracts to commercial companies. Some of these companies identify ANC members that they can promote in ANC structures and into government, so that they can get contracts by hook or by crook.

Positions in government also mean the possibility to appoint individuals in all kinds of capacities. As such, some members make promises to friends, that once elected and ensconced in government, they would return the favour. Cliques and factions then emerge within the movement, around personal loyalties driven by corrupt intentions. Members become voting fodder to serve individuals' self-interest."373

<sup>371</sup> BBB1-MCR-ANC-939

<sup>372</sup> BBB2-MCR-ANC-ADDITIONAL-307

<sup>373</sup> BBB2-MCR-ANC-ADDITIONAL-378 f.

- 432. His own analyses, as well as those of the party, detailed above, clearly show that the cadre deployment process can be abused to facilitate corruption and possibly State Capture.
- 433. While President Ramaphosa has admitted that deployment has, on occasion, failed to ensure that deployees are 'fit for purpose', he did not directly engage on the question of whether, in fact, the deployment process facilitated State Capture. The fact remains that the Commission has heard substantial evidence indicating that multiple appointments were made to key positions in order to facilitate State Capture. These appointments were all made by the National Executive, who (except for the President in some cases) were, as members of the ANC, bound to the party's deployment policy.
- 434. President Ramaphosa was asked about the appointments of specific individuals who have been implicated in corruption and State Capture at the Commission, and whether these individuals were 'deployed'. He responded:

"PRESIDENT RAMAPHOSA: Let us accept, Chairperson, that some of those deployments were done in a particular era and in a particular way and right know as we look at that past slate we were able to look at it and say we actually need to do things differently." 374

- 435. This statement implies that certain deployments under the previous regime were done in a way which enabled the appointments of corrupt individuals.
- 436. He went on to say that the Deployment Committee "would not have dealt with a whole lot of those" appointments during his chairmanship.<sup>375</sup> There were some cases where

<sup>374</sup> Transcript of Day 384, 100.

<sup>375</sup> Transcript of Day 384, 100.

the former President bypassed the Committee entirely, which he believed was unintentional. In these cases he would approach former President Zuma:

"PRESIDENT RAMAPHOSA: And on those occasions, I would personally go to the President and say: President, you have short-changed me and the Deployment Committee here. We were supposed to be primed and informed about this appointment and that appointment, and it would be mea culpa but the appointment had been made and announced." 376

- 437. President Ramaphosa's evidence was that most of those appointments had nothing to do with the Deployment Committee. He however stopped short of implicating former President Zuma in wrongdoing. He did not explain why the ANC allowed the former President to bypass a critical party structure so frequently. This is especially surprising considering that both he and Mr Mantashe vigorously defended the importance and necessity of cadre deployment at the Commission, as well as the party's insistence that all members are beholden to the decisions of its structures (democratic centralism.)<sup>377</sup>
- According to President Ramaphosa, some of those appointments did go through the Deployment Committee, but the Committee did not know that those individuals would engage in any corrupt acts.378 The unfortunate implication of this is that the Deployment Committee had been unable to select or recommend individuals who are "fit for purpose." It had repeatedly recommended individuals alleged to be involved in corruption or other unethical behaviour, as well as individuals with public ties to the Cupta family, who were publicly known since 2011 to be involved in corruption.
- 439. Yet President Ramaphosa repeatedly stressed the importance of cadre deployment, claiming that the Deployment Committee process is "vigorous" and adds an extra level

<sup>376</sup> Transcript of Day 384, 101-4.

<sup>377</sup> See paras 422 to 424 above.

<sup>378</sup> Transcript of Day 384, 117-18.

of scrutiny (a "filter") to the selection process.<sup>379</sup> His argument is that the deployment process makes appointments processes more, not less, rigorous. His own admission, that the Committee has previously deployed unfit and/or corrupt individuals to positions of power, belies this contention.

- 440. He conceded that there was "massive system failure" in the state and SOEs and some of that occurred because "certain people were put in certain positions to advance certain agendas." <sup>380</sup> He also conceded that there is a practice of "poorly qualified individuals being parachuted into positions of authority through political patronage". <sup>381</sup> But again did not directly address the role of the Deployment Committee in this system failure.
- 441. President Ramaphosa stressed the need for transparency in appointments and selections, but offered no comment on how transparent the activities of the Deployment Committee were or are.<sup>382</sup> Again, it is significant that the deployment committee under his chairmanship produced no minutes or records of its activities.
- 442. His own admission, that the Committee had previously deployed unfit or corrupt individuals to positions of power, undermines his evidence in regard to the general integrity of the Deployment Committee and its acts. That the Committee did not prevent these appointments is an indictment of either its integrity or its ability, or both.
- 443. President Ramaphosa avers that things will be done differently in future. However, he did not explain where the deployment process went wrong, nor did he detail what would be changed, save to say that the ANC resolved in 2017 that "the merit principle must

<sup>379</sup> Transcript of Day 384, 115.

<sup>380</sup> Transcript of Day 384, 117.

<sup>381</sup> Transcript of Day 384, 126-27.

<sup>382</sup> Transcript of Day 384, 129.

apply in the deployment to senior appointments, based on legislated prescripts and in line with the minimum competency standards."

444. It must be noted that President Ramaphosa was the Chairperson of the Deployment Committee a period of five years, between December 2012 and December 2017, and that many of these appointments (and indeed the excesses of State Capture) occurred during this period. (Notably, this is also the period for which the party could produce no minutes or records.) It is not sufficient for President Ramaphosa to focus on the future of the party and his envisaged renewal process. Responsibility ought also to be taken for the events of the previous "era". He did so, partially.

President Ramaphosa spoke at length about the proposed National Implementation Framework towards the Professionalisation of the Public Service. The draft Framework was approved by Cabinet in November 2020 and is currently undergoing public consultation. He said that he aimed to "capacitate" those in the civil service who are not "fit for purpose." The policy also aims to ensure that "fit for purpose" individuals with the proper experience and expertise are appointed into the civil service. 383 It remains to be seen how this framework may impact the practice of cadre deployment by the party.

#### Party funding

#### The Political Party Funding Act

446. In his evidence, President Ramaphosa addresses the legislative framework for political party funding in South Africa, including the recently adopted Political Party Funding Act (PPFA). He notes that, until the adoption of the PPFA, there were few restrictions on donations to political parties and no reporting requirements. Political party donations

<sup>383</sup> Transcript of Day 384, 94-97.



Physical Address: Suite 2A,9th Floor, IBM Building, 90 Grayston Drive,

Sandton, Johannesburg, South Africa 2146 Postal Address: P.O.Box 307, Bergbron 1712 Tel No: 010 5912178; Fax No: 0865833088 Email Address: Info@mafetsaattorneys.co.za

Website: www.mafetsaattorneys.co.za

OUR REF: MAT 7224

YOUR REF:

MINDE, SHAPIRO & SMITH INC. Cnr Willie Van Schoor Drive & Old Oak Road Bellville Cape Town 7536

By Email to: elzanne@mindes.co.za

19 February 2024

Dear Sirs

RE: LEON AMOS SCHREIBER AND ANOTHER VS AFRICAN NATIONAL CONGRESS, HIGH COURT GAUTENG DIVISION, JOHANNESBURG CASE NUMBER 21/26339

Our correspondence refers;

1. We confirm that we act for and on behalf of the African National Congress ("our client").

Director: Mr. Lucas Mafetsa

- 2. The decision of the Constitutional Court, which was handed down on the 12 February 2024, bears reference;
- Our client herein furnishes your client, Mr Leon Amos Schreiber, with the documents which he had requested in his Form C in terms of the Promotion of Access to Information Act No 2 of 200 ("PAIA").
- 4. The documents will be furnished to him as per the Court order.
- 5. There were instances wherein portions of the requested documents could not be located and our client has furnished the affidavit of its Secretary General, Mr Fikile April Mbalula, providing an explanation regarding those specific documents and the steps which our client has undertaken to locate those documents.
- 6. The affidavit is further accompanied by confirmatory affidavits from designated employees who were tasked with locating such documents. It should be noted that our client has taken all reasonable steps to locate the documents in order to comply with the order.
- 7. As an organisation committed to advancing and protecting the Constitution of the Republic of South Africa and its laws, our client wishes to draw your client's attention to the relevant sections of Protection of Personal Information Act No 4 of 2013 ("the POPI Act"), which contains provisions related to the misuse of the personal information of a data subject by a third party. Your client is cautioned against utilising the information received for purposes outside the ambit of his request in terms of PAIA.
- 8. Our client hands over the documents which are attached to the affidavit of Mr Fikile April Mbalula.
- 9. Kindly acknowledge receipt of this letter with the necessary attachments by stamping a copy of this letter as proof of service of documents to your offices.



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Sandton, Johannesburg, South Africa 2146 Postal Address: P.O.Box 307, Bergbron 1712 Tel No: 010 5912178; Fax No: 0865833088 Email Address: Info@mafetsaattorneys.co.za

Website: www.mafetsaattorneys.co.za

Yours faithfully

PER: L. MAFETSA ATTORNEYS

Director: Mr. Lucas Mafetsa



### Monday, 24 August 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Yes
15. Mike Soko	No



### Monday, 30 November 2020, 08:00

Committee Members:	Attending Yes/No
David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Apology
15. Mike Soko	No



#### 26 June 2020

Committee Members:	Attending Yes/No
<ol> <li>David Mabuza (Chairperson)</li> </ol>	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	Apology
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Apology (Sick Leave)
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	n/a
14. Solly Mapaila	Apology
15. Mike Soko	No



## 21 September 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes, till 8:45
14. Solly Mapaila	Yes
15. Mike Soko	No



### Monday, 16 November 2020, 08:00

Committee Members:	Attending Yes/No	
<ol> <li>David Mabuza (Chairperson)</li> </ol>	Yes	
2. Jessie Duarte (Coordinator)	Yes	
3. Nkosazana Dlamini-Zuma		
4. Lindiwe Sisulu	Yes	
5. Susan Shabangu	Yes	
6. Sidumo Dlamini		
7. Natso Khumalo		
8. Mduduzi Manana	Yes	
9. Sfiso Buthelezi	Yes	
10. Sibongile Besani		
11. Meokgo Mathuba		
12. Mildred Oliphant		
13. Bheki Ntshalintshali		=
14. Solly Mapaila		
15. Mike Soko	No	



#### 15 June 2020

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Apology (Sick Leave)
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Yes
15. Mike Soko	No



### 10 August 2020, 08:00

Committee Members:	Attending Yes/No
David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	
14. Solly Mapaila	Yes
15. Mike Soko	No



## Friday, 9 October 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	Apology
4. Lindiwe Sisulu	Apology
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Apology
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	
14. Solly Mapaila	Apology, Cde Chris Matlhako will attend
15. Mike Soko	No



## Monday, 9 November 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Chris Matlhako
15. Mike Soko	No ·

### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Ronald Lamola

**Judicial Service Commission** 

Dear Comrade,

It has been brought to our attention that Adv Ramola Naidoo a highly qualified female applicant for the Constitutional Court who was shortlisted according to attached document for the position by the JSC. Adv Naidoo was subsequently removed despite being more qualified and experienced than most if not all the other listed candidates, she was the only one removed from the list. The list was published on the 13<sup>th</sup> of February 2020 and no communication has been made with Adv Naidoo.

The process is inconsistent with section 174(5) which broadens the scope to include candidates with no judicial experience.

We are requesting that the issues with regard to lack of transparency be addressed as well as the influential role of the Chief Justice, legal profession.

Please attend to this matter ASAP.

Yours Comradely,

Jessie Duarte

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Date: 2 March 2020

Tue, 11 Feb, 2:00 PM



# JUDICIAL SERVICE COMMISSION

LIST OF ALL CANDIDATES - APRIL 2020

JUDICIAL SERVICE COMMISS
LIST OF ALL CANDIDATES - APRIL 2020
Constitutional Court: One vacancy

) <u>"</u> "	CANDIDATE	GENDER	QUESTIONNAIRE	
-	Lilka Dambura	Female	Yes	Yes
2	Nampillia Dallibrea	_	3	Yes
A	Alan Christopher Dodson SC	Male	20	
2	Marandran (Indv) Kollaben	Male	Yes	Yes
4	Valencial (Sec.)	Male	Yes	Yes
2	ajake Mesilden Madeson	Sign	Yes	Yes
œ	Rammaka Steven Mamopo	Maid	AND THE RESIDENCE AND THE PROPERTY OF THE PROP	
1	Makuba Retty Molemela	Female	Yes	res
Ĕþ	Blinds golden	Female	SØ),	Xes
	Kamola Naldoo	Female	Yes	Yes
	Dhayanime Fillay	Male	Yes	Yes

of you and proud to know you. I know Congratulations Ramola. I'm so proud you will be a great judge.

#### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: All Deployed Comrades

#### **Deployment Committee Procedures**

Dear Comrades,

The Deployment Committee has taken the decision that the following procedures should be followed with regards to deployments of the following positions;

- Director Generals
- Chairpersons
- CEO's
- All boards of SOE's

The office of the Deputy Secretary General should be informed of all posts prior to them being advertised and be sent the advert once they have been published. This process is to allow for Comrades who meet the criteria on the database to be allowed to apply.

This does not alter the current process of what is suppose to be presented to the committee by the relevant minister. The following is required in the presentation of all deployments at least 3 days before presentation;

- Background and summary of challenges
- Post advertisement
- List of abridged CV's of all applicants
- Shortlist with complete CV's
- Recommended Candidates
- Summary of candidates which include columns for Qualifications, Experience, Gender, Age and Province of each candidate

No appointment should be taken to cabinet without passing through the deployment committee first.

Yours Comradely.

#### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Deployed Comrades

**Comrades For Consideration** 

Dear Comrade.

Please find the attached document with names of comrades with their respective skills and experience who should be considered as to where they can be of assistance.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Jessie Devarte.

Date: 19 May 2020

#### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Lindiwe Sisulu

#### **Deployment Committee**

Dear Comrade,

I would like to confirm that the presentation of adverts for the Sedibeng, Magalies and Lepelle Water Boards was an agenda item on the Deployment Committee meeting which took place on the 11<sup>th</sup> of May 2020. In the meeting it was then communicated that the documents were not ready and proposed that interim boards be appointed in the meantime. The Deployment Committee supported the proposal.

Your request that the Deployment Committee send a list of names from the Deployment Committee Database to be considered for the interim boards was also supported and subsequently a list was sent.

It must be noted that appointments of boards by ministers must always be consulted with the provincial governments by the office of the minister.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Date: 2 June 2020

#### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde ES Magashule

#### Request for Deployment Committee Report to NWC

Dear Comrade SG

In response to the attached request for the Deployment Committee to report to the NWC on the 28<sup>th</sup> of October 2019, I would like to highlight that the Deployment Committee has never reported to the NEC or the NWC. The Deployments Committee reports to both the Officials as a collective and to the Secretary General.

With the above highlighted I would like to request that the committee continues to report to the Officials and the Secretary General. A report can be presented to the Officials on the 28<sup>th</sup> of October 2019.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Jessie Duarte.

Date:

#### SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376,1000 Website: www.anc.org.za



#### TO: Chairpersons of NEC Sub-Committees on:

- Deployment
- Communications
- Constitutional & Legal Affairs

#### Chairpersons of the:

- NDC and NDCA
- Integrity Commission

# NEC SUB-COMMITTEE REPORTS TO NWC: 28 OCTOBER 2019

#### Dear Comrades,

The NEC meeting on 30 September 2019 decided that a comprehensive discussion of NEC Sub-committee reports must take place at the NEC meeting on 28-30 November 2019 and that sub-committee reports should be processed by the NWC in preparation for this discussion.

Accordingly, you are requested to present a sub-committee report to the NWC on:

Date:

Monday, 28 October 2019

Time:

14h00

Venue:

. 11th Floor Boardroom, Luthuli House

We request that presentations not exceed 20 minutes and that they include clear recommendations regarding decisions required from the NWC / NEC. Attached hereto is a template for sub-committee reports.

Please forward reports to: Cde Obakeng Moate: Mobile: 079 334 9363 Email: obakeng@anc1912.org.za.

Xours Comradely,

ES Magashule

SECRETARY-GENERAL

**AFRICAN NATIONAL CONGRESS** 

Date: 9 110 19

# IN THE HIGH COURT OF SOUTH AFRICA GAUTENG LOCAL DIVISION, JOHANNESBURG

CASE NO:

26339/21

SCA:581/23

CCT 267/23

In the matter between:

LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

## AFFIDAVIT IN SUPPORT OF THE COMPLIANCE OF THE ORDER

I, the undersigned,

#### FIKILE APRIL MBALULA

do hereby make oath and say that:

- I am an adult male and the Secretary General of the African National Congress ("the ANC").
- The facts stated in this affidavit fall, unless the context indicates otherwise, within my personal knowledge and are both true and correct
- I depose to this affidavit on behalf of the Respondent, the ANC. I do so on the basis of the authority bestowed upon me by the ANC National Executive Committee. To that end, I attach a resolution to that effect as annexure "ANC 1".

4. To the extent that there are any submissions of law, these submissions are made on the advice of my lawyers which advice I believe to be true and correct.

#### PURPOSE OF THE AFFIDAVIT

- 5. This affidavit is an affidavit in compliance with the judgement handed down by the Honourable Judge Wepener on 2 February 2023 ("the Judgement").
- 6. The Judgement states the following:

"In my view, it may very well be so that Schreiber has a clear case to bring the application (and his right was not disputed save to the extent set out below), but that does not permit the DA to attempt to enforce provisions of PAIA without it having complied with the prerequisites contained in PAIA to enable it to launch an application of this nature. The DA failed to follow the prerequisite steps in order to rely on a right to approach a court for relief, and thus failed to lay a basis for its right to be an applicant in this matter as it never qualified as a 'requester' in terms of s 78(1) of PAIA."

- 7. Accordingly, the ANC, in compliance with the Order, hands the information requested to the First Applicant only, as the Second Applicant was found to not be entitled to the information.
- 8. Below, and in terms of the First Applicant's Form C request, is a description of the record or relevant part of the record which was requested by the First Applicant, and provided by the Respondent.
- 9. The following information has been attached;
  - a. The full contents of the ANC's Cadre Development Policy and Deployment Strategy for the period 1997 to 1 January 2021 (Annexure "ANC 2").

At -

- b. Complete minutes for meetings of the National Deployment Committee ("the Committee") between 1 January 2018 to 1 January 2021 (Annexure "ANC 3").
- c. A list of all decisions taken by the Committee in relation to, and in correlation with, the minutes of the Committee meetings held between 1 January 2018 to 1 January 2021 (Annexure "ANC 4").
- d. It was the modus operandi of the Committee that, under certain circumstances, decisions were dealt with by Round-Robin (Annexure "ANC 5").
- e. Emails, WhatsApps, and other social media exchanges where decisions of the Committee were discussed, deliberated upon, or taken during the period 1 January 2013 to 1 January 2021, and the contents thereof (Annexure "ANC 6"). These exchanges are only between Mr Thapelo Masilela and the members of the Committee and not the individual exchanges between the members themselves.
- f. Copies of CV's and vacancy notices which were considered for the period 1 January 2013 to 1 January 2021 (Annexure "ANC 7").
- g. All other correspondence communicating the decisions of the Committee for the period 1 January 2013 to 1 January 2021 which is in possession of the ANC at the time of signing this affidavit (Annexure "ANC 8").
- 10. The following information has not been attached:
  - a) Minutes for meetings of the Committee between the period December 2012 to December 2017. There are no minutes of meetings for this period as minutes were not kept. Minutes for these meetings were confirmed not to have been kept by Ms Desmoreen Carolus and Mr Lungi Mtshali, who were often present during those meetings during that period. Same is confirmed by Ms Desmoreen Carolus and Mr Lungi Mtshali in their confirmatory



affidavits attached, marked as annexure "ANC 9" and "ANC 10", respectively.

- b) Not all minutes were adopted and the minutes for 15 June 2020 could not be located.
- c) The non-existence of minutes for the period December 2012 to December 2017 was communicated to the Judicial Commission of Inquiry into Allegations of State Capture, Corruption and Fraud in the Public Sector ("Zondo Commission") by the then ANC legal adviser, Mr Krish Naidoo, and is attached hereto as annexure "ANC 11".
- d) The Zondo Commission's report further confirmed this and same can be seen in an extract of the report, attached as annexure "ANC 12".
- e) Decisions taken between December 2012 to December 2017 could not be retrieved as there are no minutes to confirm what decisions were deliberated upon, and supposedly taken by the Committee. It is possible that the Committee took decisions during that period, however, in the absence of minutes, any attempt at compiling a list of decisions would be an inaccurate reflection of the Committee's decisions during that period.
- f) Email addresses, telephone numbers, names and other biometric information that compromise the privacy and security of individual data subjects that appear in the annexures above have been redacted in compliance with the Protection of Personal Information Act No 4 of 2013 ("the POPI Act "). The POPI Act provides for:

## Section 2 Purpose of Act

The purpose of this Act is to-

(a) give effect to the constitutional right to privacy, by safeguarding personal information when processed by a responsible party,

subject to justifiable limitations that are aimed at-

M.

- (i) balancing the right to privacy against other rights, particularly the right of access to information; and
- (ii) protecting important interests, including the free flow of information within the Republic and across international borders;
- (b) regulate the manner in which personal information may be processed, by establishing conditions, in harmony with international standards, that prescribe the minimum threshold requirements for the lawful processing of personal information;
- (c) provide persons with rights and remedies to protect their personal information from processing that is not in accordance with this

#### Act; and

(d) establish voluntary and compulsory measures, including the establishment of an Information Regulator, to ensure respect for and to promote, enforce and fulfil the rights protected by this Act.

#### Section 9 Lawfulness of processing

Personal information must be processed-

- (a) lawfully; and
- (b) in a reasonable manner that does not infringe the privacy of the data subject.

# Section 26 Prohibition on processing of special personal information

A responsible party may, subject to section 27, not process personal information concerning-

(a) the religious or philosophical beliefs, race or ethnic origin, trade union membership, political persuasion, health or sex life or biometric information of a data subject; or

- 11. The above quoted portions prevent the ANC from disclosing the personal information of the individual data subjects who appear in the records. Should the receiver of the information, as decided by the High Court, request the details which have been redacted to protect the personal information of individual data subjects, the information can be made available for physical inspection provided the respective individuals duly consent thereto.
- 12. The receiver of the information may inspect such information at our attorneys' offices with the explicit consent of the individual data subjects. We draw the receiver's attention to the provisions of POPIA against the misuse of information concerning individual data subjects, and the sanctions provided for such misuse.

#### STEPS TAKEN TO LOCATE THE DOCUMENTS.

- 13. We also outline the steps which were taken to locate the documents which the ANC could not provide, as per section C of the PAIA request.
- 14. The search began with the files of the late Deputy Secretary General, Ms Yasmin "Jessie" Duarte, who was the coordinator of the Deployment Committee for the period in question.
- 15. This also entailed consultations with the staff who provided secretarial services to the Committee during the period concerned.
- 16. With regard to the Minutes and *modus operandi* of the Committee the staff members indicated that these documents were not kept for the period in question.
- 17. It is worth mentioning that until 2018, the Deployment Committee did not keep minutes of its meetings. It was from the beginning of 2018, that minutes were kept. As indicated above, these minutes were submitted to the Zondo Commission.



- 18. In the absence of minutes of the Committee for the period in question, attempts were made to reconstruct the decisions taken by the Committee, based on other documents, including Organisational Report by the Secretary General to National General Councils (NGCs) and National Conferences for the period concerned. This proved to be of no avail as no decisions reported upon in these documents.
- 19. The policy and regulations governing the work of the Committee were communicated by the Secretary General's Office to ANC Ministers, as per decision and minutes of the Deployment Committee meeting of 14 October 2019.
- 20. Searches of emails and other forms of communications also confirm the non-existence of minutes for the period December 2012 to December 2017.
- 21. Mr. Thapelo Masilela (Strategic Support Manager: Deputy Secretary General's Office) confirmed that some information in respect to the Committee had unfortunately been lost when his laptop crashed. During 2023, his personal email account, which he used for the work of the Committee was full. In an attempt to free up space, he sorted emails by size and deleted the majority of the larger files. A number of emails which related to the Committee were included. Same is confirmed in his confirmatory affidavit, attached as annexure "ANC 13".
- 22. The information provided by the ANC is the information found to be in possession of the organization at the time of the signing of this affidavit, following a thorough search of our records.
- 23. All avenues available to the ANC have been exhausted in order to comply with the Court order. We submit that the ANC has taken all reasonable measures to comply with the order and the relevant legislation.

DEPONENT

Councillor Sizeni Gladness G	iama i
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COMMISSIONER OF OATHS	-
COMMISSIONER OF OATH	<b>\$</b> 83
(AS AMENDED) CITY HALL SECRETAR DR PIXLEY KA SEME STREET, DURBAN	4001
The state of the s	: MARKET

FULL NAMES:

Sizen, GLAdness GAMA

DESIGNATION:

AREA:

Durean

ADDRESS:

NURBAN ..

# IN THE HIGH COURT OF SOUTH AFRICA GAUTENG LOCAL DIVISION, JOHANNESBURG

CASE NO:

26339/21

SCA:581/23

CCT 267/23

In the matter between:

LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

#### **CONFIRMATORY AFFIDAVIT**

I, the undersigned,

#### **LUNGI MTSHALI**

do hereby make oath and say that;

- I am an adult male and was the coordinator in the office of the Deputy Secretary General duly employed by the Respondent.
- I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
- As a result of the aforegoing the facts herein contained are within my own personalknowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.

- 4. The Deployment Committee meetings during that period were not convened like meetings of a structure. It met to receive reports from comrades in government and make recommendations.
- 5. There were no decisions taken on behalf government that needed to be followed up or whose implementation had to be monitored and were no deployment committee reports to the NEC/NWC.
- 6. I confirm that there are no record that I'm aware of that were kept and filed by the office of the Deputy Secretary General.
- 7. I confirm that any documents related to the Deployment Committee were in the laptop that I used at the time and returned to IT in 2018.
- 8. Attached to this affidavit is my email confirming my stance sent to Mrs Febe Potgieter marked as annexure "LM1".

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT Pretona ON THIS THE 19 DAY OF February 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NO R1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NORICE NOR1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIEDA WILL AND SERVICES

2024 -02- 19

PROTECTION AND SECURITY SERVICES PRETORIA

SOUTH AFRICAN POLICE SERVICE

COMMISSIONER OF OATHS

**FULL NAMES: DESIGNATION:** AREA:

ADDRESS:

DEPONENT

# IN THE HIGH COURT OF SOUTH AFRICA GAUTENG LOCAL DIVISION, JOHANNESBURG

CASE NO:

26339/21

SCA:581/23

CCT 267/23

In the matter between:

LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

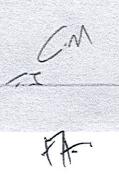
# CONFIRMATORY AFFIDAVIT

I, the undersigned,

# THAPELO MASILELA

do hereby make oath and say that;

- I am an adult male strategic support manager in the office of the Deputy Secretary General duly employed by the Respondent.
- I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
- As a result of the aforegoing the facts herein contained are within my own personalknowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.
- On or about June 2023 my laptop which contained information in relation to the Deployment Committee crashed and a lot of data which was stored on that hard drive had been lost.



- 5. Despite numerous efforts to retrieve the data from this laptop's hard drive, I was unable to retrieve everything as at 18 February 2024 and therefore do not have in my possession any other information for the period in question other than what appears in the affidavit to which this affidavit is annexed.
- 6. During 2023, my personal email which I used for the Deployment Committee was full. In an attempt to free up space, I sorted sent emails by size and deleted majority of the big files. A number of emails which relate to the Deployment Committee were included.

DEPONENT

HERE BY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT OF 2024, THE REGULATIONS OF 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NOR1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR1648 OF 19 AUGUST 1977,AS AMENDED, HAVING BEEN COMPLIED WITH.

COMMISSIONER OF OATHS

FULLNAMES: DESIGNATION: AREA: ADDRESS: CHRISTOPHER MAMATHUNTSHA Practicing Attorney JHB Mamathuntsha inc. Attorneys Commissioner Of Oaths 20 Albert Street Bram Fischer Towers Office No. 907, 9th Floor Marshalltown Tel: 011 492 0622 / Fax: 011 492 0682



# IN THE HIGH COURT OF SOUTH AFRICA GAUTENG LOCAL DIVISION, JOHANNESBURG

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LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

# CONFIRMATORY AFFIDAVIT

I, the undersigned,

# DESMOREEN CAROLUS

do hereby make an oath and say that;

- I am an adult female and was the coordinator in the office of the Secretary General duly employed by the Respondent.
- I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
- As a result of the aforegoing the facts herein contained are within my own personal knowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.



- I worked in the office of the Secretary General ("the SGO") from October 2008 to the end of October 2016, whereupon I moved to the ANC Policy Institute until April 2018.
- I wish to confirm and state under oath that servicing the Deployment Committee was not part of my daily duties during my time at the Secretary General's Office.
- This function was delegated to the Deputy Secretary General and it never came across my desk in any form.
- I do not recall minutes of the Deployment Committee being referred to in the workings of the Secretary General's Office whilst I was there.
- I confirm that I never saw a written document purporting to be minutes of the Deployment Committee, covering the period when I was part of the Secretary General's Office.
- Attached to this affidavit is my email confirming my stance sent to Mrs Febe Potgieter marked as annexure "DC1".

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT OPERATION ON THIS THE DAY OF COMMENT NOTICE NO R1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIED WITH

CHRISTOPHER MAMATHUNISHS

CHRISTOPHER MAMATHUNISHS

Practicing Attorneys

Practicing Attorneys

Mamathuntsha Inc. Attorneys

Bram Fischer Towers

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# SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Ronald Lamola

**Judicial Service Commission** 

Dear Comrade,

It has been brought to our attention that Adv Ramola Naidoo a highly qualified female applicant for the Constitutional Court who was shortlisted according to attached document for the position by the JSC. Adv Naidoo was subsequently removed despite being more qualified and experienced than most if not all the other listed candidates, she was the only one removed from the list. The list was published on the 13<sup>th</sup> of February 2020 and no communication has been made with Adv Naidoo.

The process is inconsistent with section 174(5) which broadens the scope to include candidates with no judicial experience.

We are requesting that the issues with regard to lack of transparency be addressed as well as the influential role of the Chief Justice, legal profession.

Please attend to this matter ASAP.

Yours Comradely,

Jessie Duarte

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Date: 2 March 2020

Tue, 11 Feb, 2:00 PM



# JUDICIAL SERVICE COMMISSION

LIST OF ALL CANDIDATES - APRIL 2020

JUDICIAL SERVICE COMMISS
LIST OF ALL CANDIDATES - APRIL 2020
Constitutional Court: One vacancy

) <u>"</u> "	CANDIDATE	GENDER	GUESTIONNAIRE	
-	Lilka Dambura	Female	Yes	Yes
2	Nampillia Dallibrea	_	35	Yes
A	Alan Christopher Dodson SC	Male	25	
2	Marandran (Indv) Kollaben	Male	Yes	Yes
4	Valencial (300)	Male	Yes	Yes
2	ajake Mesilden Madeson	Sign	Yes	Yes
œ	Rammaka Steven Mamopo	Maid	THE RESIDENCE AND ASSOCIATION OF THE PROPERTY	
1	Makuba Retty Molemela	Female	Yes	res
Ĕþ	Blinds golden	Female	Xex	Yes
	Kamola Naldoo	Female	Yes	Yes
	Dhayanime Fillay	Male	Yes	Yes

of you and proud to know you. I know Congratulations Ramola. I'm so proud you will be a great judge.

#### SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: All Deployed Comrades

#### **Deployment Committee Procedures**

Dear Comrades,

The Deployment Committee has taken the decision that the following procedures should be followed with regards to deployments of the following positions;

- Director Generals
- Chairpersons
- CEO's
- All boards of SOE's

The office of the Deputy Secretary General should be informed of all posts prior to them being advertised and be sent the advert once they have been published. This process is to allow for Comrades who meet the criteria on the database to be allowed to apply.

This does not alter the current process of what is suppose to be presented to the committee by the relevant minister. The following is required in the presentation of all deployments at least 3 days before presentation;

- Background and summary of challenges
- Post advertisement
- List of abridged CV's of all applicants
- Shortlist with complete CV's
- Recommended Candidates
- Summary of candidates which include columns for Qualifications, Experience, Gender, Age and Province of each candidate

No appointment should be taken to cabinet without passing through the deployment committee first.

Yours Comradely.

# SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Deployed Comrades

Comrades For Consideration

Dear Comrade.

Please find the attached document with names of comrades with their respective skills and experience who should be considered as to where they can be of assistance.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Jessie Devarte.

Date: 19 May 2020

# SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Lindiwe Sisulu

#### **Deployment Committee**

Dear Comrade,

I would like to confirm that the presentation of adverts for the Sedibeng, Magalies and Lepelle Water Boards was an agenda item on the Deployment Committee meeting which took place on the 11<sup>th</sup> of May 2020. In the meeting it was then communicated that the documents were not ready and proposed that interim boards be appointed in the meantime. The Deployment Committee supported the proposal.

Your request that the Deployment Committee send a list of names from the Deployment Committee Database to be considered for the interim boards was also supported and subsequently a list was sent.

It must be noted that appointments of boards by ministers must always be consulted with the provincial governments by the office of the minister.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Date: 2 June 2020

## SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde ES Magashule

#### Request for Deployment Committee Report to NWC

Dear Comrade SG

In response to the attached request for the Deployment Committee to report to the NWC on the 28<sup>th</sup> of October 2019, I would like to highlight that the Deployment Committee has never reported to the NEC or the NWC. The Deployments Committee reports to both the Officials as a collective and to the Secretary General.

With the above highlighted I would like to request that the committee continues to report to the Officials and the Secretary General. A report can be presented to the Officials on the 28<sup>th</sup> of October 2019.

Yours Comradely,

Jessie Duarte

DEPUTY SECRETARY-GENERAL AFRICAN NATIONAL CONGRESS

Jessie Duarte.

Date:

## SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA Tel: 27.11.376,1000 Website: www.anc.org.za



#### TO: Chairpersons of NEC Sub-Committees on:

- Deployment
- Communications
- Constitutional & Legal Affairs

#### Chairpersons of the:

- NDC and NDCA
- Integrity Commission

# NEC SUB-COMMITTEE REPORTS TO NWC: 28 OCTOBER 2019

#### Dear Comrades,

The NEC meeting on 30 September 2019 decided that a comprehensive discussion of NEC Sub-committee reports must take place at the NEC meeting on 28-30 November 2019 and that sub-committee reports should be processed by the NWC in preparation for this discussion.

Accordingly, you are requested to present a sub-committee report to the NWC on:

Date:

Monday, 28 October 2019

Time:

14h00

Venue:

. 11th Floor Boardroom, Luthuli House

We request that presentations not exceed 20 minutes and that they include clear recommendations regarding decisions required from the NWC / NEC. Attached hereto is a template for sub-committee reports.

Please forward reports to: Cde Obakeng Moate: Mobile: 079 334 9363 Email: obakeng@anc1912.org.za.

Xours Comradely,

ES Magashule

SECRETARY-GENERAL

**AFRICAN NATIONAL CONGRESS** 

Date: 9 110 19



# ANC NEC DEPLOYMENT SUB-COMMITTEE: NAMES FOR CONSIDERATION

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Diploma in Journalism, Evelyn Hone College, Zambia</li> <li>(1988)</li> <li>Military and Political Science, Soviet Union</li> </ul>	<ul> <li>Engen (Mobil) Petroleum, Network Manager</li> <li>Entrepreneur owning Engen Petrol Station, Nissan Vehicle</li> </ul>
		dealership, abattoir, information technology company, mobile butchery, liquid petroleum gas shower systems
	Corporate Governance, Institute of Directors	<ul> <li>Board of Directors on Mantuba Investment Holdings, Gauteng Growth &amp; Development Agency, Gauteng Gambling Board, Constitution Hill, Automotive Industry Development Centre, South African Responsible Gambling Foundation</li> <li>Colonel in the SANDF</li> </ul>
	<ul> <li>National Diploma in Security Risk Management, UNISA, 1999-</li> </ul>	,
	2007	Commission (2009-2012)
	<ul> <li>Diploma in Aviation Security Management with Aviation Training and Development Institute of Canada, 2005-2007</li> </ul>	<ul> <li>Acting Chief Executive Office for the South African Civil Aviation Authority (2005-2006)</li> </ul>
	<ul> <li>Project Management Certificate, University of Pretoria,</li> <li>2000</li> </ul>	
	<ul> <li>Programme in Economics and Public Finance, UNISA,</li> <li>2002</li> </ul>	<ul> <li>Joined the South African Civil Aviation Authority as the General Manager Aviation Security (2003)</li> </ul>
	<ul> <li>Disaster and Communication Management Certificate,</li> <li>USA in Washington DC, 2001</li> </ul>	<ul> <li>Appointed as the First Chief of Police of Ekurhuleni Metropolitan</li> <li>Police Department (2002-2003)</li> </ul>
	<ul> <li>National Diploma in Security Risk Management, UNISA, 1999-2007</li> </ul>	<ul> <li>Interim Law enforcement co-ordinator for East Rand Metro Council (2001-2002)</li> </ul>
	<ul> <li>Diploma in Aviation Security Management with Aviation Training and Development Institute of Canada, 2005-2007</li> </ul>	Executive Manager Public Safety (1998-2000)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Project Management Certificate, University of Pretoria,</li> <li>2000</li> <li>Programme in Economics and Public Finance, UNISA,</li> </ul>	<ul> <li>Appointed as a Manager of Public Safety (Traffic, Road Management &amp; Security) (1997)</li> <li>Integrated in the SANDF Intelligence, as a Practitioner (1994)</li> </ul>
	<ul> <li>2002</li> <li>Disaster and Communication Management Certificate,</li> <li>USA in Washington DC, 2001</li> </ul>	<ul> <li>Jointed the African National Congress in Lesotho (1983)</li> </ul>
		<ul> <li>Car Distributors Assembly, now Mercedes Benz of SA as a Dispatch Clerk (1983)</li> </ul>
(	BA English and Philosophy, Wits (1969-1971)	<ul> <li>Director Operations, Mapungubwe Institute of Strategic Reflections (2016-present)</li> </ul>
	<ul> <li>Honours Philosophy, Wits (1972)</li> </ul>	<ul> <li>Manager: Publications and Events, Mapungubwe Institute of Strategic Reflections (2014-2016)</li> </ul>
	<ul> <li>Honours English, Wits (1974)</li> </ul>	<ul> <li>Consultant: Resident in New Delhi, India (2013-2014)</li> </ul>
	<ul> <li>Masters in Creative Writing, Wits (2017)</li> </ul>	<ul> <li>Director Operations, Mapungubwe Institute of Strategic Reflections (2010-2013)</li> </ul>
		<ul> <li>Consultant SANAI (2007-2010)</li> </ul>
		Co-ordinator Intelligence Co-ordinating Committee (2005-2007)
		Director-General, Department of Home Affairs (2003-2005)
		DDG-General Operations, National Intelligence Agency (2000-2003)
		DDG-South African Secret Service (SASS) (1996-1999)
		<ul> <li>General Manager Chief Directorate Foreign Offices, South African Secret Services (1995-1996)</li> </ul>
		<ul> <li>Department of Intelligence and Security ANC (DIS) (1994)</li> </ul>
		Director General, Matla Trust (1994)
		<ul> <li>Head of Communications, Matla Trust (1992-1994)</li> </ul>
		<ul> <li>Administrative Editor, African Information Afrique (AIA) (1990-</li> </ul>
		1992)
		<ul> <li>Feature Editor, Solidarity News Service (SNS) (1983-1985)</li> </ul>
		<ul> <li>Research Officer, International Defence and Aid Fund (IDAF)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Musical Director, Broadside Mobile Theatre (1976-1978)</li> <li>Researcher, International University Exchange (1976)</li> <li>Cultural Officer, National Union of South African Students (1974-1975)</li> <li>Sub-Editor, Natal Witness (1974)</li> <li>Deputy Cultural Officer, NUSAS (1973-1974)</li> <li>Supply Teacher, Mile End School (1972-1973)</li> <li>Personnel Officer, Duray Manufacturing Company (1972)</li> <li>Music Teacher, Self Employed (1969-1971)</li> <li>Cub Reporter, Rand Daily Mail (1970)</li> </ul>
4	LLB, University of Zambia 1979 majoring, in Corporate Law and International Trade and Investment	<ul> <li>An experienced leader, communicator and negotiator with long-standing experience in cabinet positions, international affairs, constitutional matters, and civil society engagements and collaboration.</li> <li>Member of Parliament since 1994 – 2009.</li> <li>Member of Government Cabinet and party activist responsible for key political fields such as justice and constitutional affairs, developmental issues, gender affairs, human rights issues, national heritage and cultural matters.</li> <li>Extensive networks in the fields of politics, administration, private sector and civil society.</li> <li>Extensive management experience in policy development, change/reform processes and in strategic processes, mediation and stakeholder management.</li> <li>Human Rights advocate, with a particular focus on Women and Children's rights.</li> </ul>
5	<ul> <li>Grade 12</li> <li>Certificates with Rhodes University on knowledge management, leadership and communication</li> <li>Senior Primary Teacher Diploma at Umbumbulu College of Education (1986-1988)</li> </ul>	<ul> <li>Teacher (1980-1982)</li> <li>Political activist – (1976)</li> <li>Soldier – Umkhonto We Sizwe (1985-1990)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Bachelor of Social Studies and Economics BSc (Econ.) Honours, University of Wales, College of Swansea(UK)</li> <li>Masters in Housing Degree, University of Natal (1995) (Incomplete Dissertation)</li> </ul>	<ul> <li>1990 – Returned from exile</li> <li>1994-2004 – ANC MPL</li> <li>2004-2008 – ANC MP</li> <li>2008-2011 – MMC for Economic Development City of Johannesburg</li> <li>2012 – DIRCO – Ambassador designate</li> <li>2013-2018 – Ambassador to Burundi</li> </ul>
(	<ul> <li>Ba (Paed) degree, University of the North, 1986</li> <li>Post Graduate Diploma in Public Policy and African Studies, University of Johannesburg, 2019</li> </ul>	<ul> <li>Member of Parliament, (2014- current)</li> <li>Member of the Provincial Legislature (MPL) (1999-2014)</li> </ul>
	<ul> <li>Matric</li> <li>Executive Development Programme WITS 2005</li> <li>Executive Education Kennedy School of Governance Harvard 2007</li> <li>Military training in Angola 1982</li> <li>Intelligence and Counter-intelligence training in German Democratic Republic 1986</li> <li>Intelligence &amp; Criminal Investigations Soviet Union 1989</li> <li>Intelligence Management Training UK 1994</li> <li>Intelligence Supervision NIA Training Academy 1996</li> </ul>	<ul> <li>Winemaking Assistant (1980)</li> <li>Mechanic Assistant (1981)</li> <li>ANC Counter-Intelligence (1982-1991)</li> <li>ANC Underground work within SA (1982-1984)</li> <li>Western Cape DIS (1992-1995)</li> <li>Provincial Manager Western Cape NIA (1995-1997)</li> <li>NIA Manager for Gauteng, KZN &amp; Mpumalanga (1997-2000)</li> <li>National Head of Security IEC (1999-2000)</li> <li>NIA Gauteng (2000 – 2001)</li> <li>General Manager Southern Africa SASS (2001-2002)</li> <li>Deputy Director General Africa SASS 2004-2011</li> <li>Head of Station Syria (2012-2013)</li> <li>Head of Station Russia (2013-2014)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>CEO Foresight Advisory Services (2015-present)</li> </ul>
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13	<ul> <li>Matric at Ratshepo High School (Temba) 1984</li> <li>Associate Fellow at Green Templeton (University of Oxford, UK) 2006</li> </ul>	<ul> <li>Director-General: Department of Justice and Constitutional Development (1 May 2016 to present)</li> <li>Director-General: Department of Cooperative Governance (1 Oct 2012 – 30 Apr 2016)</li> <li>Director-General: National Department of Social Development (15 May 2003 – 30 Sept 2012)</li> <li>Chief Director: Corporative Services, National Department of Social Development (1 Oct 2001 – 14 May 2003)</li> <li>Chief Director: Office of the Premier, North West Province. (1 May 2001 – 30 Sept 2001)</li> </ul>
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NO.	QUALIFICATION	WORK EXPERIENCE
NO.	QUALIFICATION	WORK EXPERIENCE
	BA Social Development Studies (UJ)	<ul> <li>Board membership: Rand Mutual Assurance (2004-2014); JB Marks Bursary Trust Fund (2006-2015); Elijah Barayi Memorial Training Centre (1998-2004)</li> </ul>
	Member of Golden Key International Honours Society	Non-executive Director, ESKOM (1998-2006)
	<ul> <li>BOD Certificate – IMD, Switzerland</li> </ul>	Development Bank of Southern Africa
	<ul> <li>Political Science &amp; Trade Unionism</li> </ul>	<ul> <li>Council member, University of Johannesburg</li> </ul>
		Chairman, ADC Cables
		Director, F11 Management Consulting
		Chairman Thelle Mogoerane Hospital Advisory Board
	Diploma, Public Management, Varsity College (2003)	Mayor, City of Durban (2001-2016)
	<ul> <li>Certificate Public Administration, UKZN</li> </ul>	
	<ul> <li>Certificate Development Management, UP</li> </ul>	
	Degree Public Administration (2017)	
	Honours Public Administration, MANCOSA	Minister of Casial Davidson mont (2019, 2010)
	3	<ul> <li>Minister of Social Development (2018 – 2019)</li> <li>Minister in the Presidency for Women (2014 – 2018)</li> </ul>
1		<ul> <li>Minister Mineral Resources (2009 – 2014)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Minister of Safety &amp; Security (2004 – 2009)</li> <li>Member of Parliment</li> <li>NEC NWC (2004 – 2009)</li> </ul>
4	Senior Executive Managers Course NQF Level 8, University of Cape Town	<ul> <li>Board Chairperson of Kalahari Kid (2017-present)</li> <li>Board Chairperson of Seed Of Life (2014-present)</li> <li>Representative of the Minister of Agriculture: Oil and protein Seeds Development Trust (2013-2016)</li> <li>President of Commonwealth Parliamentary Association (2004-2009)</li> <li>Speaker of Northern Cape Legislature (2004-2009)</li> <li>Member of Executive Council, Safety and Liaison, Northern Cape Provincial Government(2000-2004)</li> <li>Deputy Speaker, Northern Cape Provincial Legislature(1999-2000)</li> <li>Political Office Bearer, Pension Fund (1999-2001)</li> <li>Chair and Member of Portfolio Committee on Health and Welfare (1994-1999)</li> <li>Member of the Legislature (1994-2009)</li> <li>ANC Provincial Administrator (1991-1994)</li> <li>Detainee Aid Centre Office Administrator (1988-1991)</li> <li>Regional Organiser of South African Domestic Workers Union (1985-1987)</li> <li>Teacher at Kgabang Community School, Northern Cape (1983-1985)</li> </ul>
5	<ul> <li>Doctor of Philosophy (PhD) Central banking         Independence &amp; financial market reform, University of             KwaZulu Natal (Curren)         <ul> <li>Oxform Advanced Management and Leadership             programme, Oxford University, England, 2017</li> <li>Fianance for Senior Executives at Harvard Business             School, USA, 2012</li> </ul> </li> </ul>	<ul> <li>CEO, RETOSA, 2017</li> <li>Head of Department, Department of Economic Development and Tourism (2012-2017)</li> <li>Special Advisor, Minister of Sport &amp; Recreation Organisational reengineeering and repositioning (2011-2012)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Master of Laws (Banking and Finance), University of London, England, Thesisi Central bank Autonomy (Law, Economics and Politics) 2000</li> <li>MA (International Relations), University of Witwatersrand, Thesisi Deepening of financial markets in Africa as part of the regeneration agenda, 2000</li> </ul>	<ul> <li>Managing Director, Khabran Investments New Growth Path (Mpumalanga Economic Growth Agency) (2010)</li> <li>Head, Mpumalanga World Cup 2010 (2006)</li> </ul>
	Baccalaureus Procurationis (B.Proc), University of Zululand	<ul> <li>Director, Credit Policy and Governance, Standard Bank of South Africa (2005-2006)</li> <li>Credit Officer, Group, Investec Bank Limited (2004)</li> <li>Senior Manager: Strategic Management, South African Reserve Bank (1999-2010)</li> <li>Chief of Staff, Premier's Office, North West (1998-2012)</li> <li>Head of the Africa Desk, Department of Labour (1998)</li> <li>Private Secretary to the Minister of Labour (1996/10)</li> <li>Senior Researcer / Deputy Head, ANC Parliamentary Research Unit (1996/02)</li> <li>National Training Co-ordinator – Centre for Community Conflict Management &amp; Resolution (1994)</li> <li>National President for International Association Students interest in Economics &amp; Management (AIESEC) (1993)</li> <li>Administrative Clerk, Sage Life Insurance (1988-1990)</li> </ul>
6	<ul> <li>Qualification as a Chartered Accountant, Professional Papers, parts 1 &amp; 2, South African Institute of Chartered Accountants (SAIC), South Africa, 2004</li> </ul>	Managing Director, R Kalidass and Associates, Chartered Accountants & Business Consultants ( 2008-current)
	<ul> <li>Bachelor of Commerce Honours, University of Natal Distance Learning, South Africa, 2003</li> <li>Certificate in the Theory of Accountancy (CTA), University of Natal Distance Learning, South Africa, 2003</li> </ul>	<ul> <li>Chief Financial Officer, Mpumalanga Economic Growth Agency (2007-2008)</li> <li>Financial Manager, Mpumalanga Agricultural Development Corporation (MADC) (2003-2007)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Bachelor of Accounting Sciences (BCompt), University of South Africa, 2002</li> </ul>	<ul> <li>Completion of SAICA training contract, KPMG Nelspruit (1999- 2002)</li> </ul>
7	<ul> <li>LLB, University of South Africa (currently studying)</li> <li>B.Com(Hons) Financial Analysis and Portfolio Management, University of Cape Town</li> <li>Bachelor of Economics, Macquarie University, Australia</li> <li>A levels Economics and Accounting, Harare Polytechnic: Association of Examining Board.</li> </ul>	<ul> <li>Managing Member at Dalicol Consulting, (2010-present)</li> <li>Head of the office of the Deputy Minister of Defence, Department of Defence (2012-2014)</li> <li>Head, Government Relations at Anglo American Platinum (2006-2010)</li> <li>General manager- Government and International Relation, South African Post Office (2004 – 2006)</li> <li>Business Development Manager at Metropolitan Asset Managers (2003-2004)</li> <li>Portfolio Manager at Sanlam Investment Management (1999-2003)</li> <li>Business Development Manager at Southern Life-Asset Management (1996-1998)</li> <li>Business Development Manager at Nedbank (1993-1996)</li> <li>Relationship Manager at Nedbank (1994-1993)</li> <li>Treasury Support Manager Nedbank at Nedbank (June 1994- Sept 1994)</li> <li>Manager, Client Delivery service at Nedbank, (Jan 1994-May1994)</li> <li>Manager, Nedbank (Mar 1993-Dec 1993)</li> <li>Administration Manager-Finance at Australian Defence Industries (ADI)</li> <li>Sydney Tutor at Transby Aboriginal Co-Operative College (1986-1992)</li> <li>Researcher at Zimbabwe Industrial Consultancy Co (1982-1983)</li> </ul>
8	PhD Economic Management, North West University	None-executive Board Member, Chairman of Audit & Risk Committee, SANBI, 2018 - Present

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Member of Executive Committee, CIAM, 2013 - Present</li> <li>Vice President, President, Pan African Composer &amp; Songwriter Alliance, (2013 - Present, 2009 - 2013)</li> </ul>
	MBA, Milpark Business School	<ul> <li>Consultant in Business Development: Rail &amp; Energy Infrastructure, Aveng Infraset (PTY)Ltd (2009-2011)</li> </ul>
	<ul> <li>Advanced Diploma in Management, Milpark Business</li> </ul>	<ul> <li>External Director, North West University (2006-current)</li> </ul>
	<ul> <li>Cert in Research, North West University Business School</li> </ul>	<ul> <li>Executive Director, SARRAL (Pty) LTD (2004-2010)</li> </ul>
	<ul> <li>Nyukela Public Service SMS Pre-entry Program, National School of Governance RSA</li> </ul>	<ul> <li>Shareholder, Altec, Alcom Mathomo Company (PTY) Ltd (2003- 2009)</li> </ul>
		<ul> <li>Studio Manager &amp; Sound Engineer, The Sound Studio (1988- 1997)</li> </ul>
		<ul> <li>Shareholder &amp; None Executive Chairman, NISA Global Entertainment (Pty) Ltd, 2011 - Present</li> </ul>
		<ul> <li>Business Strategist, Research Scientist, Zerno Consulting, 2012 -</li> <li>Present</li> </ul>
	<ul> <li>Nyukela Public Service SMS Pre-entry Program, National</li> </ul>	<ul> <li>Skhumba Productions, Founder &amp; Director, 1998 - 2011</li> <li>Studio Manager &amp; Sound Engineer, The Sound Studio (1988-</li> </ul>
	School of Governance RSA	1997)
	Master's in Public Health UCT (2009)	<ul> <li>Former Advisor to Minister for Women in the Presidency (2009- 2011)</li> </ul>
	<ul> <li>Honours Social Development UCT (1999)</li> </ul>	<ul> <li>Advisor to Minister of Defence (2011-2012)</li> </ul>
	BA Social Science UCT (1996)	<ul> <li>Advisor to Minister of Public Service &amp; Administration (2012-2014)</li> </ul>
		<ul> <li>Advisor to Minister Human Settlements (2014-2017)</li> </ul>
1	O NA	<ul> <li>Radiographer, Baragwaneth (1967)</li> </ul>
		Nuclear Physics Research, Wits (1974)
		Office Manager, Kodak (1984)      Office Manager, Kodak (1984)  Office Manager, Kodak (1984)
		Protech Facilitator (1986)  Facilitator (March Laborator Company (MARC) (4000, 4004)
		<ul> <li>Facilitator Workplace Information Group (WIG) (1988-1991)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	NA NA	<ul> <li>Local Government-Public Safety Chairperson (Johannesburg)</li> <li>Municipal Enterprises Member of Mayoral Committee</li> <li>Speaker of Council (2006-2011</li> <li>(former) President of National Union of Mineworkers</li> <li>Former SABC Board</li> </ul>
13	NA	•
14	LLB University of Botswana	<ul> <li>Member of Ministerial Legal Audit Committee (2010-2011)</li> <li>DDG Department of Economic Development (2006-2010)</li> <li>Executive Mayor-Mogale City Local Municipality (2000-2006)</li> <li>Legal Advisor-Denel Aviation (1998-2000)</li> <li>Advisor &amp; Assistant to MEC – Department of Sports Recreation Arts &amp; Culture (1996-1998)</li> <li>Senior Planner: Policy – Department of Provincial Affairs and Constitutional Development (1995)</li> <li>Coordinator Short Term Programmes – Educational Opportunities Council (1994)</li> <li>Head of Legal UNHCR (1991-1993)</li> <li>Candidate Attorney – SeopoloKomboni &amp; Partners(1990)</li> <li>Research Assistant – Wligespruit Fellowship Centre (1979)</li> <li>Reporter – The World newspaper (1976)</li> </ul>
15	NA	<ul> <li>Community Liaison Office, Office of the Premier-KwaZulu Natal (2007-2008)</li> <li>Project Manager-Housing, Ethekwini Municipality (2004-March 2006)</li> <li>Educator, Ilanga High School-Clermont (1996-2003)</li> <li>Educator, Isizinda High School (2007)</li> <li>Educator, Ziphathele High School (1993-1994)</li> </ul>
16	<ul> <li>Matric at Grassy Park High School</li> <li>Pre Primary Diploma at Intec College</li> </ul>	<ul> <li>Minister of Human Settlements</li> <li>Member of Parliament Chairperson of Joint Standing Committee on Intelligence (2014-2016)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Toward a Postgraduate in Economics at the University of London</li> <li>Current PHD student at Da Vinci Institute</li> <li>Postgraduate Diploma in Engineering Business management at the University of Warwick</li> <li>Magister Scientae in the Management of Technology/ Masters Degree at the Da Vinci Institute for Technology Management</li> </ul>	<ul> <li>Chairperson of Portfolio Committee on Higher Education and Training (2016 to date)</li> <li>Committee member on Joint Parliament Finance Committee</li> <li>Commissioner on the Magistrates Commission/ Appointment Committee</li> <li>Cluster Convenor of the Peace and Stability Cluster</li> </ul>
	Wanagement	<ul> <li>Member of Parliament served on Portfolio Committee of International Relations and Committee on Public Enterprises (2010- 2013)</li> <li>Advisor to the Minister of Water and Environment (2009-2010)</li> </ul>
		Member of Parliament ( 1999-2009)
17	<ul> <li>Matric at St John's College (Umtata) in 1966</li> <li>BA Law at University of Lesotho in 1986</li> <li>Post Graduate Diploma in Intellectual Property Law at University of London in 1988</li> <li>Post Grad. Diploma-International Commercial Arbitration Law at University of London in 1990</li> <li>Summer School Course on "Selected Aspects of International Finance Law" at University of London in 1993</li> </ul>	<ul> <li>Member of Parliament (2014-)</li> <li>Deputy Chairman of Parole Board (2012-2014)</li> <li>Practicing Advocate – High Court of South Africa at Umthatha (1997-2012)</li> <li>Legal Advisor (part-time)-Khanyisa Business Consultancy (1997-2012)</li> <li>Eastern Cape Regional Head Investigator – Truth &amp; Reconciliation Commission Managing the investigation Unit of the Eastern Cape-Planning and Directing investigation. (1996-1997)</li> </ul>
	<ul> <li>Certificate on Government and Management at Institute of Public Administration in 1994</li> <li>Certificate of Admission as an advocate of the High Court of South Africa at High Court Umthatha in 1995</li> </ul>	<ul> <li>Senior Legal Advisor – Premier's Office, Eastern Cape (1994-1996)</li> <li>Commercial Law Consultant – Central Business Consultant (UK) (1993-1994)</li> </ul>
	<ul> <li>Risk Assessment Training Course at Health &amp; Welfare Sector in 2007</li> </ul>	Deputy Director- Luthuli Education Trust (UK) (1989-1992)

NO. QUALIFICATION	WORK EXPERIENCE
<ul> <li>Winning Public Sector Tenders at University of South Africa in 2006</li> <li>Khula Business Planning Program at UCT Graduate School of Business in 2005</li> <li>General Awareness Training-Financial Advisory &amp; Intermediary Services Act at Khula Enterprise Finance in 2004</li> </ul>	<ul> <li>Clerk Ntshiqa and Mupumlwana Attorneys at Law (1973-1976)</li> <li>Administrator at Bible Society of South Africa (1969-1973)</li> <li>Clerk at Department of Justice (Umthatha) (1967-1969)</li> </ul>
PHD in International Relations at Witwatersrand University.	<ul> <li>South Africa's Ambassador to Eritrea (2012-2016)</li> <li>Engaged in the process of developing the ANC International Relations Discussion Documents (2016-2018) &amp; engaging key sector, including the EU Ambassadors group</li> <li>Co-ordinating Drafter of the ANC National Conference International Relations NASREC Drafting Team and Member of ANC Policy Conference International Relations Drafting Team (2018)</li> <li>ANC NEC Sub-Committee of International Relations Resource Person (2003-2018)</li> <li>Chaired the ANC NEC Sudan Task Team (2010-2011)</li> <li>Worked on the Horn of Africa since 2000. Published a book on the Horn.</li> <li>Member of the ANC NEC International Relations Rapid Response Task Team (2010-2011)</li> <li>Chief Rapporteur of the ANC's International Solidarity Conference (2012)</li> <li>Founder of the African Ambassador's Council (AAC) in Eritrea (2013-2016)</li> <li>Serves on the board of directors of the Institute for Global Dialogue</li> <li>Received SSA Security Clearance</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
19	<ul> <li>ND Chemical Engineering at Vaal University of Technology (1989-1993)</li> </ul>	Educator at Tladi Technical High School ( 1982-1985)
	<ul> <li>NHD-BTech (Chemical Engineering) at Vaal University of Technology (1994-1994)</li> </ul>	Mine Sampler at Randfontein Gold Mining ( 1986-1988)
	<ul> <li>M.Tech Degree (Environmental Management (Tshwane University of Technology</li> </ul>	<ul> <li>Chemical Analyst Trainee at Technical Services International (1989- 1989)</li> </ul>
	<ul> <li>M.Eng Degree (Chemical Engineering) (North West University) (2015-2016)</li> </ul>	<ul> <li>Project Co-ordinator at Lethabo Power Station (1990-1991)</li> </ul>
	<ul> <li>PhD (Chemical Engineering (University of the Witwatersrand (2008-2013)</li> </ul>	<ul> <li>Senior Chemical Analysts at Lethabo Power Station (Lab) (1992- 1994)</li> </ul>
	<ul> <li>Post Doc Fellowship (Chemical Engineering (North West University) (2014-2017)</li> </ul>	<ul> <li>Assistance Section Chemist at Lethabo Power Station (1994-1996)</li> </ul>
	<ul> <li>M.Eng Degree (Chemical Engineering) (North West University) (2015-2016)</li> </ul>	<ul> <li>System Engineer at Lethabo Power Station (1996-1999)</li> </ul>
	<ul> <li>PhD (Chemical Engineering (University of the Witwatersrand (2008-2013)</li> </ul>	<ul> <li>Tech &amp;Ops at Lethabo Power Station (1999-2000)</li> </ul>
	<ul> <li>Post Doc Fellowship (Chemical Engineering (North West University) (2014-2017)</li> </ul>	Environmental Officer (2001-2002)
		<ul> <li>Senior Systems Engineer at Lethabo Power Station (2002-2004)</li> </ul>
		<ul> <li>Director at RTC Holdings (2005-2007)</li> </ul>
		• Director (2010-2014)
		Research Associate (2014-2017)  Research Associate (2014-2017)
		<ul> <li>Research Associate at University of Johannesburg (2017 till date)</li> </ul>
20	Master of Arts: International Politics (Cum Laude) at	Division Manager International Relations and Protocol at
	Belgium and University de Paris X1 (Belgium) (2002)	Parliament of the Republic of South Africa (2011-2015)
	<ul> <li>Master of Arts: International Studies, University of Stellenbosch (2002)</li> </ul>	<ul> <li>Acting Ambassador: Algeria &amp; Western Sahara (2009-2010)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
NO.	<ul> <li>Bachelor of Library and Information Science, University of Western Cape (1997)</li> <li>Lower Diploma in Library and Information Science, University of the Western Cape (1995)</li> <li>Certificate on EU External Relations, Universite Libre De Bruxelles and Michigan State University, (Belgium)</li> <li>Training Programme in the Theory and Practice of Conflict Management, ACCORD (1996)</li> <li>Training Programme on Conflict Resolution, The Centre for Conflict Resolution, Foreign Service Institute (FSI) (2000)</li> <li>Diplomatic Training Programme, Foreign Service Institute, Department of Foreign Affairs (2000)</li> <li>Training on Conference Diplomacy and Multilateral Negotiation, (2006)</li> <li>Solomon Mahlangu Freedom College, Tanzania (1986)</li> </ul>	<ul> <li>Counsellor Political: Algeria &amp; Western Sahara (2008-2009)</li> <li>Deputy Director: Policy Research and Analysis (PRAU): Department of Foreign Affairs (2005-2008)</li> </ul>
	<ul> <li>Certificate of Exemption, Committee of University Principal (1997)</li> </ul>	
21	<ul> <li>Matric at Mehlomakulu High School, Herschel, Eastern Cape</li> <li>B.Com Degree – University of Fort Hare and UNISA</li> </ul>	<ul> <li>Parliamentary Liaison Officer at the Department of Small Business Development (2014-2018)</li> <li>Parliamentary Liaison Office at the Department of Public Service and Administration (2011-2013)</li> <li>Council Member of Robben Island Museum(2010-2016)</li> <li>Engen Petroleum Head Office and Oliver Service Station Owner (1991-2006)</li> <li>Local government (1995-2006</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
22	<ul> <li>PhD in Social and Economic Transformation; LOGOS         University         MSC on Social and Economic Transformation;     </li> </ul>	<ul> <li>Director, Trustee, Entrepreneur and Commercial Farmer in the North West Province (2011 to date)</li> </ul>
	<ul><li>University of Buckingham, UK</li><li>Degree in B Administration (UNISA) (incomplete)</li></ul>	<ul> <li>Special Advisor in the Department of Basic Education (2010-2013)</li> </ul>
	<ul> <li>Post Graduate Certificate: Labour Relations, Wits Business School</li> <li>Post Graduate Certificate: Management and Advanced Programme; Wits Business School</li> </ul>	<ul> <li>CEO at African Institute for Social and Economic Transformation (2009-2010)</li> </ul>
	<ul> <li>Diploma in Marketing and Sales Management; Damellin College of Education</li> <li>Diploma in International Development and Advanced Economic; CAW College, Canada</li> <li>Diploma in Diplomatic Relations and Alternative</li> </ul>	<ul> <li>Director Operations at CIDA University (2004-2009)</li> </ul>
	Dispute Resolution; University of Florida, USA  • Certificate in Role of people's Organization in Community and Nation Building; Israeli Centre for International Co-operation	Regional Manage at Pikitup (2000-2004)
	<ul> <li>Certificate in Role of people's Organisations in Community and National building (ICIC-Israel)</li> <li>Diploma in Para legal &amp; Conflict Management (Lawyers for Human Rights Centre)</li> <li>Diploma in African Centre for Constructive Resolution</li> </ul>	Marketing Director at Khulani Springbok (1995-1998)
	of Dispute (conflict Management) <ul><li>Diploma in Independent Mediation Service of South Africa (IMSSA)</li></ul>	<ul> <li>Executive Director at SA Peace Corps (1995-1997)</li> </ul>
		<ul> <li>Coordinator Peace Desk / Organizer at African National Congress (1990-1995)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>President-Transvaal &amp;National Executive Committee Member at MWUSA later called SAMWU (1985-1995)</li> <li>Senior Admin Officer (Housing) at Soweto City Council (1984-1987)</li> </ul>
23	<ul> <li>Current doing Postgraduate Diploma in Public Management at North West University</li> <li>Advanced Diploma in Public Administration completed 2017 – University of the Western Cape</li> </ul>	<ul> <li>Currently working as a Provincial Political Education Coordinator – ANC Western Cape since 2012</li> </ul>
	Higher Certificate in Economic Development 2016 The University of the Western Cape	Political Education and Training Unit since 2000. Responsible for training ANC branches and members on elections and conference preparation
	<ul> <li>Studied UNISA doing BA in International relations and diplomacy - incomplete</li> <li>B admin, University of Western Cape (1996) incomplete</li> </ul>	<ul> <li>Former Provincial Organising Secretary responsible for coordination of ANC programs in the province since 2005 till 2012</li> </ul>
	<ul> <li>African Politics: UNISA (1995)</li> <li>Matric: Ikamva Lethu Finishing School, Langa 1992</li> </ul>	<ul> <li>Administration: Worked as the Regional Administrator (1994 – 2000) and Provincial Membership Officer for ANC (2000 – 2005)</li> <li>Leadership: Served the ANC as branch secretary and sub-regional secretary. Served at regional executive committee of the ANCYL</li> </ul>
24	<ul> <li>Bachelor of Arts, University of South Africa (2012)</li> <li>Diploma in Accounting and Financial Management at Wits Business School (1997)</li> </ul>	<ul> <li>Parliamentary Constituency Office Coordinator at Johannesburg South Constituency office; (2007 to date)</li> <li>National Organiser and Campaigns Co-ordinator at ANC Head Office (1992-2007)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Diploma in Human Resources Management, Birnam Business College (1999)</li> <li>Diploma Marketing and Communication, Birnam Business College (2001)</li> <li>Diploma in Management and Planning; Damelin College-Braamfontein (2004)</li> <li>Matric at City Deep College (1989)</li> </ul>	<ul> <li>National Peace Liaison Officer at Congress of South African Union Head Office (1989-1992)</li> <li>Crown National FAWU Shop Steward at City Deep, Johannesburg (1984-1988)</li> </ul>
25	, , , , ,	<ul> <li>Worked for several market research companies including Markinor</li> <li>1970 worked voluntarily under the leadership of Ma Sisulu</li> <li>1984/85 was recruited by Ma Sisulu to join FEDTRAW and worked as an organiser.</li> <li>Worked at Shell House as a Logistic Officer for ANCWL</li> <li>In 2000 became an ANC PR Councilor in Ward 106</li> <li>2006 Joined the ANCWL as an Organiser</li> <li>In 2012 was deployed as a Member of Parliament until 2014</li> </ul>
26	, ( ,	<ul> <li>Founder and Managing Director of KWA Business Solutions PTY, (2015 to date)</li> </ul>
	Bachelor of Commerce at University of Zululand (1987)	DDG, office of the Premier (KZN) (2014-2015)
	<ul> <li>Bachelor of Commerce (Honours) at University of Zululand (1988)</li> </ul>	<ul> <li>Consul General of South Africa at Mumbai (2005-2010)</li> </ul>
	<ul> <li>Certificate in Training at Rands Afrikaanse University</li> <li>(UJ) (1992)</li> </ul>	<ul> <li>KWA Director: Business Solutions/Recruitment Consultancy (2004- 2005)</li> </ul>
	<ul> <li>Certificate Program in Accounting, Control &amp; Finance at University of Witwatersrand Graduate School of Business Administration (1994)</li> </ul>	Trade Marketing Manager/Category Channel Manager (2002-2004)
		<ul> <li>Self Employed as Entrepreneur (Market Research/Business Solutions (2001)</li> </ul>
		<ul> <li>Channel Marketing Manager at Coca-Cola SA Pty (2000-2001)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		National Key Account Manager at Coca-Cola SA Pty (1997-2000)
		<ul> <li>Assistant Channel manager at Coca-Cola SA Pty (1996-1997)</li> <li>Sales Rep at SAB Ga-Rankuwa (1994-1995)</li> </ul>
		<ul> <li>Sales &amp; Distribution Training Controller at SAB Ga-Rankuwa (1991- 1993)</li> </ul>
		<ul> <li>Marketing Trainee at SAB Ga-Rankuwa (1989-1990)</li> <li>Vacation Job: Data Capturer at Hudson &amp; Knight (1987)</li> </ul>
		<ul> <li>Vacation 305. Data capturer at riddson dkingfit (1987)</li> <li>Temporary Teller at Perm Building Society (1986)</li> </ul>
27	BA, University of Zululand, 1996	<ul> <li>Worked at Department of International Relations &amp; Cooperation for 24 years(unbroken) 1992-2016</li> </ul>
	<ul> <li>Certificate of Competency in Diplomacy, DIRCO Training Division, 1993</li> </ul>	<ul> <li>Senior English Teacher, Department of Education &amp; Training (1987- 1991)</li> </ul>
		<ul> <li>Tour Guide at Holiday Inn in Durban (1982-1983)</li> </ul>
28	SAQA Certificate of Evaluation, 2014	<ul> <li>Managing Direct at Gary Melowcy Security Services (2016 – Current)</li> </ul>
	<ul> <li>Criminology &amp; Psychology Diploma (POLICE),</li> <li>2013/2014</li> </ul>	Estate Agent at Leader Homes (2015-2016)
	<ul> <li>Professional Investigation Management- INAB, 2012</li> </ul>	<ul> <li>Part Time Safety Consultant at Trencon Construction (2015-2016</li> </ul>
	<ul> <li>Race and Ethnicity, Trinity College, Dublin, 2011</li> </ul>	<ul> <li>Eerste Training Services (Ireland) – Owner (2008-2014)</li> </ul>
	<ul> <li>Train the Trainer, Security Institute of Ireland, 2010</li> </ul>	<ul> <li>Security Manager/Health &amp; Safety Consultant at Manguard Plus Services, Ireland (2010-2014)</li> </ul>
	<ul> <li>Train the Trainer-Anti Racism and Diversity Training</li> <li>Irish Aid/ Africa Centre, 2009</li> </ul>	• Security Office (2001 – 2008)
	<ul> <li>Train the Trainer-Intercultural Training –NCCRI, 2007</li> </ul>	<ul> <li>Security Operation Manager at Fourways Mall (1997-2001)</li> </ul>
	<ul> <li>Certificate in Safety, Health and Welfare at Work,</li> <li>University College, Dublin, 2006-2007</li> </ul>	<ul> <li>Security Supervisor at Holiday Inn, Gardens Court (1995-1997)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	Static and Patrol, Door Supervisor Course-SII, 2006	Surveillance Supervisor at Sun International Casinos (1998-1994)
	Certificate in Delivering Learning, Belfast College, 2006	<ul> <li>Security Guard at Profound Property Services (1987-1988)</li> </ul>
	<ul> <li>Safety Awareness Course, 2005</li> <li>Manual Handling course, 2004</li> <li>Diploma Security Management 1<sup>st</sup> Class, Damelin Management School, 1999</li> <li>Certificates Grades A and B, 1998</li> <li>Security Training Course, Mafikeng Security Force Training Services, 1987</li> </ul>	
29	<ul> <li>Post-doctoral fellow in International Relations, University of Johannesburg, 2011</li> <li>PhD International Relations, University of Cambridge, 2010</li> <li>MPhil International Relations, University of Cambridge, 2007</li> <li>BA (Honours) International Relations, University of Witwatersrand, 2006</li> <li>BA Sociology &amp; International Relations, University of Witwatersrand, 2005</li> <li>BUris Law (not Completed, University of the North (Turfloop) 1992-1995</li> </ul>	<ul> <li>Executive Director of Kelello Consulting (2018 – currently)</li> <li>Senior Director of Division for Internationalisation, UJ (June 2018-Dec 2018)</li> <li>Executive Manage at Johannesburg City Parks &amp; Zoo (2013-2018)</li> <li>International &amp; Stakeholder Relations Manager in Executive Mayor's office (2014-2015)</li> <li>Associate Researcher / Lecture (2013- present)</li> <li>Research Associate at Getti Mercorio &amp; Associates (2000-2002)</li> <li>Executive Assistant to the Director at South African Qualifications Authority (1999-2000)</li> <li>Executive Assistant to the President &amp; Ex-officio Member of the National Executive Committee, ANC Youth League (1997-1999)</li> </ul>
30	<ul> <li>Master of Business Administration (MBA) –</li> <li>Buckinghamshire Chilterns University College.</li> </ul>	Director Thando Trading Pty Ltd (2015)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Post-Graduate Diploma in Management Studies –</li> <li>Buckinghamshire Chilterns University College</li> </ul>	Chairman at ARMSCOR (2013-2015)
	<ul> <li>Post Certificate in Management Studies –</li> <li>Buckinghamshire Chilterns University College</li> </ul>	<ul> <li>Started a consulting company and appointed as the Special Advisor to the Minister of Defence and Military Veterans (Part-time) (2010- 2012)</li> </ul>
	Bachelor of Laws (LLB), University of South Africa	<ul> <li>Early Retirement from the South African National Defence Force (2009)</li> </ul>
	<ul> <li>Executive Course in Defence Management, University of Witwatersrand</li> </ul>	<ul> <li>Appointed Chief of Defence Intelligence with promotion to the Lt General, and member of Defence Staff Council and Military Command Council. Served on the Board of Directors of Infoplan Pty Ltd until it was incorporated into SITA (1998)</li> </ul>
	<ul> <li>Diploma in Technical Education (Business Studies),</li> <li>Addis Ababa University</li> </ul>	<ul> <li>Served as Deputy Chief of Defence Intelligence with the rank of Major General and became a full member of the National Intelligence Co-ordinating Committee (1997-1998)</li> </ul>
	<ul> <li>Joint Staff Course (Strategic Management Programme, South African Defence College</li> <li>Senior Command And Staff Course, South African Army College</li> </ul>	<ul> <li>Integrated into SANDF and Served as Director of Directorate         Southern Africa in Defence Intelligence (1994-1997)</li> <li>Served as Chief of Military Intelligence of Umkhonto weSizwe armed wing of the African National Congress of South Africa and member of the High Command (1991-1994)</li> </ul>
	<ul> <li>Operational Intelligence and Advanced Defence Intelligence Courses, South African Defence Intelligence College</li> </ul>	<ul> <li>Arrived from exile for negotiations, served as Military Advisor to the ANC negotiations team-General Joe Modise and also acted as the ANC Youth League's Political Education Officer.</li> </ul>
31	<ul> <li>Master of Arts in International Relations/War Studies RMC, Canada, 1995-1997</li> <li>Bachelor of Arts Honours in Political Science, Queen's University, Canada, 1991-1995</li> </ul>	<ul> <li>Independent Media, south Africa Group Foreign Editor, 2015 – till date</li> <li>International Affairs Consultant, Freelance Writer, (2013-2014)</li> <li>Director at Department of Home Affairs, Pretoria (2012)</li> <li>International Affairs Columnist at New Age Newspaper (2010-2011)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	QOALITERITOR	<ul> <li>Program Manager for the Middle East and East Africa at National Intelligence Coordinating Committee, Pretoria (2006-2009)</li> <li>Specialist on Conflict in Africa and the Middle East at Presidential Support Unit, Pretoria (2005)</li> <li>Director: International Relations and Trade in The Presidency (2004)</li> <li>Deputy Director at Institute for Global Dialogue (2002-2004)</li> <li>Programs Coordinator at African Centre for the Constructive Resolution of Disputes (ACCORD) (2001)</li> <li>Policy Adviser on Africa in the office of the Secretary of State for Africa and L.America, Canada (1999-2000)</li> <li>Political Consultant at Doctors Without Borders (1999)</li> <li>Africa Programme Officer at Parliamentary Centre, Canada (1998-1999)</li> <li>Research Associate at Institute for Global Dialogue (1998)</li> <li>Program Officer for the International Peace and Security Cluster at United Nations Staff College, Italy (1997-1998)</li> </ul>
32	<ul> <li>M.Phil in SA Politics, University of Port Elizabeth, 2000         <ul> <li>2001</li> </ul> </li> <li>Master in Economic History, University of Natal, 1984 - 1985</li> <li>Honours in History and Political Science, University of Durban Westville, 1983</li> <li>Bachelor of Arts, University of Durban-Westville, 1980 - 1982</li> </ul>	<ul> <li>Head of Strategy and Communications at Banking Association SA (2017 – till date)</li> <li>Was on an unpaid sabbatical to comple PhD. Cunsulted for Health eNews, Armscor and MISTRA (2016)</li> <li>Director Operations at Mapungubwe Institute (2013 – 2016)</li> <li>SA Ambassador to the United Arab Emirates (2008 -2012)</li> <li>SA Ambassador to Oman (2003-2008)</li> <li>Director, Public Affairs Division at Meropa Communications (2002 – 2003)</li> <li>Deputy Director-General at GCIS (1998 – 2002)</li> <li>General Manager at Armscor (1993 – 1998)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>African National Congress (exile) (1985 – 1993)</li> <li>Department of Information and Publicity of the ANC (1990 – 1993)</li> </ul>
33	<ul> <li>Women and Law Certificate, University of South Africa, 1995</li> <li>BA Degree in Nursing Science, UNISA, 1992</li> <li>Midwifery Diploma, Shongwe Hospital Nursing School, 1985</li> <li>General Nursing Diploma, Themba Hospital Nursing School, 1983</li> </ul>	<ul> <li>Member of Parliament (2014 – till date)</li> <li>Member of Parliament (2004-2009)</li> <li>Member of Parliamentary Legislature (1994-1999)</li> <li>Chief Professional Nurse at Transvaal Provincial Administration (1990 – 1994)</li> <li>Senior Professional Nurse at Embhuleni Hospital (1987 – 1989)</li> <li>Professional Nurse at Emthonjaneni Clinic (1986 – 1987)</li> <li>Professional Nurse at Ermelo Hospital (1983 – 1984)</li> </ul>
34	Master of Science at Buckinghamshire Chilterns University College, UK, 1998 – 1999	<ul> <li>Permanent Member of the NCOP (2014 – 2019)</li> <li>Stakeholder Relations Management Unit at SARS (2011 – 2013)</li> <li>Deputy Chairperson of the Charities Distribution Agency at National Lotteries Board (2011 – 2014)</li> <li>Deputy General Secretary at SACC (2006 – 2011)</li> <li>Head of Department at SACC (1994 – 2006)</li> <li>Programme Director at SACC (1992 – 1994)</li> <li>Field Worker, Resource Officer and Programme Facilitator at SACC (1986 – 1990)</li> </ul>
35	<ul> <li>Bachelor of Arts Degree, University of Cape Town, 1976</li> <li>American Field Service Scholarship Cultural Exchange to the USA, 1972 - 1973</li> </ul>	

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Deputy Minister of International Relations and Cooperation (2004 – 2010)</li> <li>Executive Assistant: Open Society Foundation for SA (1993 – 1995)</li> <li>Participant in Mont Fleur Scenario planning Exercise (1991 – 1993)</li> </ul>
		<ul> <li>Coordinator, Black Sash Advice Office (1988 – 1991)</li> </ul>
36	MA Degree from Carleton University, Ottawa Canada	Executive Director of MaxiTRade
	<ul> <li>Bachelor's Degree from the National University of Lesotho</li> </ul>	Non-Executive Director of BMW, SA
	Diploma in Public Relations	<ul> <li>Non- Executive Director of SA Express Airways</li> </ul>
	<ul> <li>Diploma in Organisation Development and Strategic Management.</li> </ul>	Director of the Valuator Advisory
	<ul> <li>Certificate in Coaching Skills</li> </ul>	<ul> <li>Chairman of First Mayibuye Holdings</li> </ul>
	<ul> <li>Certificate on Corporate Governance and Board Effectiveness from Institute of Directors of Southern Africa</li> </ul>	Founder member of Nozala Investments
		<ul> <li>Member of the Human Resource Committee of Financial Intelligence Centre</li> </ul>
37	Matriculated (first class) 1966	<ul> <li>Worked in Britain in various agricultural and horticultural enterprises (1972-1975)</li> </ul>
	<ul> <li>BSC Town and Regional Planning, University of</li> </ul>	<ul> <li>Taught pilot syllabus of Schools Agriculture Scheme in Swaziland</li> </ul>
	Witwatersrand (incomplete, 13 credits), 1968-1971	(1976-1978)
	<ul> <li>National Certificate in Commercial Horticulture,</li> </ul>	<ul> <li>Assisted in the establishment and development of the School of</li> </ul>
	Somerset College of Agriculture and Horticulture	Appropriate Farm Technology (SAFT). Held posts of Education Coordinator, Deputy Project Co-ordinator and Project Co-ordinator (1979-1983)
	<ul> <li>BA (Sociology and Geography, University of South</li> </ul>	<ul> <li>Worked for Department of Agricultural Technical and Extension</li> </ul>
	Africa	Services (Agritex) in Zimbabwe (1983-1986)

NO.	QUALIFICATION	WORK EXPERIENCE
	D.Phil, University of Zimbabwe Current rating by the National Research Foundation: B1	<ul> <li>Research Fellow in the Centre for Applied Social Science, University of Zimbabwe (1986-1990)</li> <li>Lectured in Department of Anthropology, University of the Western Cape (1991-1995)</li> <li>Established and directed programme for Land and Agrarian Studies (1995-2009)</li> <li>Chair of Development Management in the School of Government (1998</li> <li>Promoted to Senior Professor (2006)</li> <li>Awarded a DST/National Research Foundation Research Chair in Poverty, Land and Agrarian Studies (2009)</li> <li>DST/National Research Foundation Research Chair in Poverty, Land and Agrarian Studies (2014)</li> </ul>
3.	<ul> <li>Negotiation skills for the World of Work, International Training Centre (ILO), 2015</li> <li>Post Graduate Diploma: Labour Law, UJ, 2013</li> <li>Certificate-Labour Law, UJ, 2010</li> <li>Certificate-Labour Relations Management, UNISA, 2005</li> <li>Leadership Development, University of the Free State, 2013</li> <li>Strategic Management, UNISA, 2014</li> </ul>	<ul> <li>Collective Bargaining Office, NEHAWU (2015-present)</li> <li>Procurement Officer, Department of Social Development (1977-2006)</li> <li>Leveton Boner chartered Accountants, Administrative Officer (1991-1997)</li> </ul>
3	<ul> <li>Bachelor of Law, University of Fort Hare</li> <li>Bachelor of Law (LLB), University of Fort Hare</li> <li>Master of Philosophy, NMMU</li> </ul>	<ul> <li>Managing Member, Tshantaswa Development Services (2006-present)</li> <li>City Manager – Buffalo City Municipality (2001-2006)</li> <li>Head – NCOP, Eastern Cape Legislature (1998-2001)</li> <li>Legal Advisor – Legislation, Eastern Cape Legislature (1997)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		Trust Office, Standard Bank (1994-1996)
40	Senior Teachers Diploma, Ndebele College of Education	<ul> <li>Deputy Director General, Department Military Veterans (2016- present)</li> </ul>
	<ul> <li>Higher Education Diploma, Rand Afrikaans University</li> </ul>	<ul> <li>Deputy Director General, Governance and International Relations</li> </ul>
	<ul> <li>BED in Education, Training and Development</li> </ul>	<ul> <li>Chief of Staff, Department of Public Service and Administration</li> </ul>
	<ul> <li>Masters in Psycho Educational Programme, Rand Afrikaans University</li> <li>PHD Psychology of Education</li> </ul>	<ul> <li>Acting DDG- Labour Relations and Remuneration Service, Department of Public Service and Administration</li> <li>Head of Department, Collective Bargaining and Training and Development</li> <li>Senior Personnel Practitioner, SAPS</li> </ul>
41	<ul> <li>Master of Management (Security), WITS, 2016</li> <li>MPhil Social Science Methods, University of Stellenbosch, 2010</li> <li>LLB, UNISA, 2010</li> <li>BA Political Science, UNISA, 2011</li> <li>BA (major Government, Economics), 1991</li> <li>PGD (SRM), University of Stellenbosch, 1997</li> </ul>	<ul> <li>Provincial head, Directorate for Priority Crime Investigation (2016-present)</li> <li>Chief Director: Integrity Management Unit, National Prosecuting Authority (2012-2014)</li> <li>Director: Enforcement, National Prosecuting Authority (2004-2012)</li> <li>Director: Monitoring and Analysis, Secretariat of Safety and Security (2000-2004</li> <li>Director: Research and Voter Education, IEC (1996-1998)</li> <li>Monitoring Officer, Provincial Parliamentary Monitoring, Institute for Democracy in South Africa (1996)</li> <li>Researcher: Centre for Constitutional Analysis, Human Science Research Council (HSRC) (1994-1995)</li> </ul>
42	<ul> <li>BA, University of North, 1992</li> <li>MPA, University of Pretoria, 1999</li> </ul>	<ul> <li>Member and Senior Consultant, Bokatuma Group</li> <li>Managing Director, Power Blast Corrosion Protection</li> <li>Regional Commissioner (Limpopo, Mpumalanga, North West),</li> <li>Department of Correction Services (2011-2014)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Chief Deputy Commissioner, Department of Correctional Service (2007-2011)</li> <li>Deputy commissioner (Chief Director) Human Resource, Department of Correctional Services (2003-2007)</li> <li>Head of Ministerial Services (Chief of Staff), Department of Correctional Services (2000-2003)</li> <li>Corporate Planning, (1999-2000)</li> <li>Director: Human Resource Department, (1997-1999)</li> </ul>
43	<ul> <li>Labour Law Doctorate, Nelson Mandela Metropolitan University(NMMU)</li> <li>Post Graduate Diploma in Practical Labour Law, NMMU</li> <li>Masters in Labour Law, NMMU</li> <li>Master Public Administration, University of Pretoria</li> <li>BHons Public Administration, University of Stellenbosch</li> <li>Certificate Course in Labour Law, University of Cape Town</li> <li>International Computer Driving Licence, iThemba Labs</li> <li>Advances Certificate in Education, University of Cape Town</li> <li>Higher Diploma in Education, University of Western Cape</li> </ul>	<ul> <li>General Secretary (Accounting Officer), Education Labour Relations Council (2013-present)</li> <li>External Examiner/Moderator, NMMU (2015-present)</li> <li>Online Teaching Assistant, UNISA (2018)</li> <li>Senior Collective Bargaining &amp; Communication Services, Labour Relations Council (2005-2012)</li> <li>Deputy Principal, Manyano Technical High School (2005)</li> <li>HOD: English &amp; Afrikaans, Manyano Technical High School (2003-2004)</li> <li>Junior Recruitment Consultant, Bridgena Barnard personnel Agency (1999)</li> </ul>
44	<ul> <li>Masters in Project Management, The George Washington University (2003-2004)</li> </ul>	Divisional Executive Operations, NECSA (2014-2017)
	<ul> <li>Doctor of Philosophy in Chemistry, University of London (1975-1979)</li> </ul>	Strategy Manager, NECSA (2000-2014)
	• Exchange Student, University of Maiz (1973-1975)	Marketing Manager, NECSA (1995-1999)

NO.	QUALIFICATION	WORK EXPERIENCE
	BSc Honors Chemistry, University of Fort Hare (1969-1972)	<ul> <li>Senior Manager: RDP, NECSA (1994-1995)</li> <li>Chief Scientist, CECSA Research and Development (1992-1994)</li> <li>Senior Lecturer and Head of Department of Chemistry, University of Swaziland (1989-1992)</li> <li>Lecturer, University of Swaziland (1981-1989)</li> <li>Post-Doctoral Research, University of Surrey (1979-1981)</li> </ul>
45	<ul> <li>BSc Mechanical Engineering</li> <li>MBA</li> </ul>	<ul> <li>Managing Director, Thulanda Consultants (2013-current)</li> <li>Operations Director, Intershore Africa (Pty) Ltd (2011-2013)</li> <li>Executive Manager, Igoda Projects (Pty) Ltd (2010)</li> <li>Construction Manager, Kellogg Brown &amp; Roots (2009-2010)</li> <li>Technical Director and Shareholder, Fraser Chalmers Siyakha (Pty) Ltd (2004-2009)</li> <li>Branch Manager, Protekon (2003-2004)</li> <li>Maintenance Engineer, SAPREF (2001-2003)</li> <li>SAPREF: Hydrocarbon Accounting Manager (1999-2001)</li> <li>Design Engineer, Sasol (1996-1999)</li> </ul>
46	BA Social Work	<ul> <li>Chief Director for Transformation Policies and Programmes, Department of Public Service and Administration</li> <li>Social Work (1971-1990)</li> </ul>
47	<ul> <li>Doctoral Degree, Gordon Institute of Business Science (2015-2019)</li> <li>Global Executive Development Program (2012)</li> <li>Advanced Strategic Management ,IMD</li> <li>IRSMI Management Development Program, University of France (2008-2009)</li> <li>Finance for Non-Finance Programme, Wits Business School, GIBS (2007)</li> </ul>	<ul> <li>Secretary General/CEO, PMAESA (2015)</li> <li>General Manager, Transnet Freight Rail (2012-2015)</li> <li>Deputy General Manager, Transnet Freight Rail (2008-2012)</li> <li>Area Production Manager, Transnet Freight Rail (2007-2008)</li> <li>Business Unit Executive, Transnet Port Terminals (2004-2007)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	Masters in Business Administration (2004)	Operational Transformation, Transnet Corporate Office (2001-2004)
	<ul> <li>Transnet Executive Women Development Program;</li> <li>Operations &amp; Logistics Management, GIBS (2001)</li> <li>Management Advanced Program, Wits Business</li> <li>Bcom (1999)</li> <li>Diploma Geology ,Wits (1994)</li> </ul>	<ul> <li>Manager- Training Development, Apron Service 2000-2001)</li> <li>Shift Control Officer, Apron Control (1996-2000)</li> </ul>
48	<ul> <li>MSc Engineering, UCT (2003)</li> <li>BSc Engineering, UCT (1998)</li> <li>BSc Honors, University Transkei (1994)</li> <li>BSc, University of Transkei (1990)</li> <li>Diploma Teachers College (1987)</li> </ul>	<ul> <li>Technical Director-Electricas (Owner): Yanga-Lunga Engineering</li> <li>Senior Electrical Engineer: SNC Lavalian</li> <li>Senior Electrical Engineer, ThyssenKrupp Uhde</li> <li>Project Engineering Manager, Gold Fields International Mining SA</li> <li>Consultants: Electrical Engineering, Gold Fields International Mining SA</li> <li>Project Engineer, Pebble Bed Molecular Reactor</li> <li>Engineering Technical Advisor</li> <li>Senior Engineer, SAA</li> <li>Engineer, Eskom</li> </ul>
	<ul> <li>BSc Hons: Applied Social Science (Information &amp; Communication), 1992</li> <li>National Diploma, Librarianship (1987)</li> <li>Post Graduate Certificate: Management of Information and Communication Policy (1998)</li> <li>Diploma IT Management for Government (1999)</li> </ul>	<ul> <li>Chief Director: Research &amp; Policy Development, Department of Women, Children &amp; People with Disabilities (2011-2016)</li> <li>Director: Information Management, Department of Correctional Services (2006-2011)</li> <li>Director: Information &amp; Knowledge Management, National Department of Social Development (2002-2006)</li> <li>Librarian, Solomon Mahlangu Freedom College (ANC) (1983-1989)</li> <li>Deputy Director: Researcher GPL (1997-2002)</li> <li>Law Librarian, Legal Resource Centre (1992-1996)</li> </ul>
50	Master of Business Leadership, UNISA (2009)	<ul> <li>Documentation Officer, TRC (1996-1997)</li> <li>CEO, Thembani International Guarantee Fund (2013-present)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	BCom Accounting, University of Swaziland (1991)	<ul> <li>Executive Manager: Finance LLiso Consulting (Pty) Ltd) (2013-2008)</li> <li>CFO, Swaziland Environment Authority (2007-2008)</li> <li>Techno Serve, Business Plan Competition Manager (2006)</li> <li>Swaziland National Provident Fund (1999-2006)</li> <li>Accountant, Kharafa Trading Pty Ltd (1996-1999)</li> <li>Articled Clerk, Fisher Hoffman Stride/PFK (1993-1996)</li> <li>Teacher, Swaziland Service Teaching Commission (1992-1993)</li> </ul>
51	<ul> <li>Teachers Diploma, Johannesburg College of Education (1975)</li> <li>MPhil, University of Stellenbosch (2011)</li> <li>PHD in Ethics, UNISA(2014)</li> </ul>	<ul> <li>Member of Interim Advisory Panel Researcher/Mainstreaming HIV and AIDs into Curriculum, Government</li> <li>Head of Secretariat, National Rapid Response Task Team</li> <li>Managing Director, Greenhills Projects</li> <li>Exams/Curriculum Development/ Monitoring and Evaluation/Research/Assessment</li> <li>Project Manager, IEB</li> <li>Coordinator Foundation Phase, BMW</li> <li>Head Teacher, House of Delegates</li> <li>Teacher, House of Delegates</li> </ul>
52	<ul> <li>Certificate in Business Studies University of Swaziland (1973)</li> <li>Diploma, Institute of Administration &amp; Commerce SA(1974-1975)</li> <li>Licensed Accountant in Practise, Lesotho Institute of Accounting &amp; Auditors</li> <li>Accountant Technician, Polytech, Zimbabwe Institute of Accounting Technicians</li> <li>Diploma Municipality Management Development Program, UP (2003-2004)</li> <li>Post Degree Diploma in Management, Buckinghamshire University College (1998-2000)</li> </ul>	

NO.	QUALIFICATION	WORK EXPERIENCE
	MBA, Macosa (incomplete)	
53	<ul> <li>Masters of Development Management, PUK</li> <li>BA Honors Public Management and Governance, PUK</li> </ul>	<ul> <li>Public Service Commissioner, PSC (2012-2017)</li> <li>Head of Public Liaison and Presidential Hotline, The Presidency RSA (2011-2012)</li> </ul>
	BCom Industrial Psychology and Management	Special Advisor to the President, The Presidency RSA (2010-2011)
	<ul> <li>Certificate in International Programs for Development Evaluation Training (IPDET), Carleton University</li> </ul>	Executive Mayor, Mahikeng Local Municipality (2006-2010)
	Executive Leadership Development Program (ELMDP), UP	<ul> <li>Key Accounts Manager HR, Department of Justice and Correctional Service (2002-2006)</li> </ul>
	<ul> <li>Certificate in Strategic Management and Leadership Development, GIMT</li> </ul>	<ul> <li>Senior Training Officer, Department of Justice and Constitutional Development (1998-2001)</li> </ul>
	<ul> <li>Certificate in Applied Project Management, Potchefstroom Business school</li> </ul>	<ul> <li>Consumer Manager Trainee, Standard Bank (1997-1998)</li> </ul>
	Certificate in Project Management, ProjektStyrning Sweden	<ul> <li>Human Resource Tutor, Standard Bank (1994-1996)</li> </ul>
	<ul> <li>Certificate in Organisation and Work-Study, Technikon</li> <li>Pretoria</li> </ul>	<ul> <li>Training Officer, The Department of the Auditor General (1992-1994)</li> </ul>
		<ul> <li>Assistant State Auditor, Department of the Auditor General, (1989- 1992)</li> </ul>
54	<ul> <li>BA (Political Science and Public Admin), University of KZN, 2007</li> </ul>	<ul> <li>Researcher at the Office of the Speaker (2016 – currently)</li> </ul>
	<ul> <li>Masters in Public Administration, University of KZN, to complete in 2019</li> </ul>	<ul> <li>Project Manager at Services SETA (2013-2015)</li> </ul>
		<ul> <li>National Organiser at African National Congress ( 2009-2013)</li> </ul>
		Intern(project management) (May 2008)
		Orientation Administrator at University of KZN (2006)      University Student Tyter at University of KZN (2005)
55	Bachelor of Arts, Nelson Mandela University, to	<ul> <li>University Student Tutor at University of KZN (2005)</li> <li>Service Delivery Manager –Early Warning System at Siyakha Isizwe</li> </ul>
55	graduate in April 2019	Trading ( 2016-2018)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Higher Certificate in Public Management, Regenesys Business School</li> </ul>	<ul> <li>Administrator at Department of Trade &amp; Industry (2014-2015)</li> <li>Administrative Officer at the University of Cape Town (2008-2011)</li> </ul>
56	<ul> <li>Matric</li> <li>National Diploma in Public Management, Capricorn TVET College, 2018</li> </ul>	<ul> <li>Member of Mayoral Committee at Capricorn District Municipality (Currently)</li> <li>Service Delivery Manager at Siyakha Enterprise (2016-2017)</li> <li>Office Attendant at Department of Transport (2014-2016)</li> <li>Provincial Office Manager at POPCRU Mpumalanga (2006-2009)</li> </ul>
57	<ul> <li>Currently pursuing MBA, Wits Business School</li> <li>Bcom (Hons) Accounting Sciences, University of Pretoria</li> <li>BCom Accounting Sciences, University of Pretoria</li> </ul>	<ul> <li>CEO (2017-Currently)</li> <li>Chief Financial Officer at NYDA (20142017)</li> <li>Manager: Public Sector Specialist at KPMG (2013)</li> <li>Accountant and Supervisor, KPMG (2011-2012)</li> <li>Academic lecturer at the University of Pretoria (2010)</li> </ul>
58	<ul> <li>Matric</li> <li>BSc- Environmental Science, University of Limpopo,</li> <li>2010</li> </ul>	<ul> <li>Managing Member at Seteshe Group (2016-currently)</li> <li>Environmental &amp; Safety Officer at Gudani Consulting (2012-2016)</li> <li>Assistant Environmental Officer at Gudani Consulting (2010-2012)</li> </ul>
59		
60	<ul> <li>Matric</li> <li>Intermediate End-User Computing, MASS Computer</li> <li>Training, 2014</li> </ul>	<ul> <li>Receptionist at Nematswerani Legal Chambers (2016-2017)</li> <li>Financial Manager at Alu and Tondi Finance (2015-2016)</li> <li>Financial Advisor at Metropolitan Life (2014-2015)</li> <li>Admin Clerk at Masana Financial Services (2009-2013)</li> </ul>
61	<ul> <li>Matric</li> <li>B.Comm Honours (Strategic Marketing), University of Limpopo, 2000</li> </ul>	<ul> <li>CEO at Lightserve Investment (2014-current)</li> <li>Field Sales Manager at Smollan Group (2002-2013)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	B.Com Business Management, University of Limpopo, 1999	<ul> <li>CEO at Molite Holding (2012-2013)</li> <li>Managing Director at Bushbuckridge Agro Processing Hub (2009-2012)</li> <li>Chief Operating Officer at Indalo Fleet Solutions (2007-2009)</li> <li>Consumer Development Representative at SABMiller (2003-2007)</li> </ul>
62	<ul> <li>Matric</li> <li>BTech Information Technology (Software Development), Tshwane University of Technology</li> </ul>	<ul> <li>Managing Director at BOBO IT Solution &amp; Projects (2017-currently)</li> <li>Technical Support Specialist at Right to Care (2014-2016)</li> <li>Helpdesk Analyst at Right to Care (2012-2014)</li> <li>Temp Assistant Fixed Asset Controller at Right to Care (2012)</li> <li>Cleaner at Transnet (2008)</li> </ul>
63		
64	<ul> <li>Matric</li> <li>BTech Marketing, Tshwane University of Technology, 2014</li> <li>National Diploma in Marketing, Tshwane University of Technology, 2013</li> <li>National Senior Certificate, Northern Academy</li> </ul>	<ul> <li>Marketing Support Assistant at SANLAM (2017-current)</li> <li>Training/Events Coordinator at SANLAM (2017)</li> <li>Sales Support(Intern)(2016-2017)</li> <li>Student Assistant, Marketing and Communication at Tshwane University of Technology (2012-2013)</li> </ul>
65	<ul> <li>Matric</li> <li>Master of Business Administration, GIBS- University of Pretoria, 2009</li> <li>Post Graduate Diploma in Business Administration, GIBS- University of Pretoria, 2007</li> <li>BSc (Hons) Geology, University of Western Cape, 2001</li> </ul>	<ul> <li>Founder and Managing Director of Esethu Consulting (2009-current)</li> <li>Head: Business Sustainability at ABInBev (Former SABMiller) Africa (2015-2017)</li> <li>Sustainable Development Executive at SAB (2011-2014)</li> <li>Group Sustainability Manager at Oceana Group Limited (2010-2011)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	BSc, University of Western Cape, 2000	<ul> <li>Divisional Manager: Environmental and Social Rist at Marsh(Pty)Ltd (2008-2009)</li> <li>Direct: Policy coordination &amp;Stakeholder Management at Department of Water and Environmental Affairs (2006-2008)</li> <li>Various Technical Roles at Department of Water and Environmental Affairs (2002-2006)</li> </ul>
66		•
67		
68	<ul><li>Matric</li><li>Diploma in Public Procurement and Supply Chain</li></ul>	<ul> <li>Asset controller at Western Cape Education Department, (2011-current)</li> <li>Manager in Deputy Mayor's Office, Biou Local Municipality (2018)</li> </ul>
	Management, University of SA	
	<ul> <li>National Certificate in Public Procurement and Supply Chain Management, Peninsula University of Technology, 2004</li> </ul>	Library Assistant at Knysna Municipality (2007-2011)
	<ul> <li>Retail Business Management, Cape Peninsula University of Technology, 2005</li> </ul>	•
69	• Matric	<ul> <li>Researcher &amp; Speech writer to the Premier of Limpopo (2013- current)</li> </ul>
	<ul> <li>Masters of Laws in Corporate law, University of South Africa, 2013</li> </ul>	<ul> <li>Legal Advisor at Capricorn District Municipality (2011-2013)</li> </ul>
	<ul> <li>LLB, University of Limpopo, 2009</li> </ul>	<ul> <li>Mayoral Support Coordinator at Capricorn District Municipality (2009-2011)</li> </ul>
	<ul> <li>Computer literacy certificate, University of Limpopo,</li> <li>2006</li> </ul>	
70	Matric	Finance Intern at UMlazi Municipality (2018)
	<ul> <li>National Diploma in Accounting, Durban University of Technology, 2011</li> </ul>	Financial Advisor at SANLAM (2016-2018)
	<ul> <li>Post Graduate Diploma in Education, University of South Africa, 2016</li> </ul>	Branch Consultant at FNB (2014-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
71	<ul> <li>Matric</li> <li>Doctor of Philosophy, University of KwaZulu Natal, 2016</li> <li>Master of Social Sciences, University of KwaZulu Natal, 2013</li> <li>Bachelor of Art Honours, University of KwaZulu Natal, 2012</li> <li>Bachelor of Social Sciences, University of KwaZulu Natal, 2011</li> </ul>	<ul> <li>Lecturer (2014-current)</li> <li>Chairperson and Coordinator: International &amp; Public Affairs Cluster Higher Degrees Committee (2017-2018)</li> </ul>
72	<ul> <li>Certificae in Intrnational Governance, 2005</li> <li>Higher Diploma in Education, University of the Western Cape, 1992</li> <li>Bachelor of Arts, University of the Western Cape</li> </ul>	<ul> <li>High Commissioner accredited to the Republic of Kenya and United Nation Environmental Program and United Nation Habitat Program (2015 – 2019)</li> <li>High Commissioner of the Republic of South Africa to the Commonwealth of Australia (2011 – 2014)</li> <li>Member of the Provincial Parliament and Spokesperson for Public Works and Transport (2009 -2010)</li> <li>Member of the Standing Committee on Finance and Public Account, Western Cape Provincial parliament (1999 – 2009)</li> <li>Administrator at the African National Congress, Provincial Office, Western Cape (1992 – 1994)</li> <li>Member of</li> </ul>
73	<ul> <li>Master of Science in Finance, University of London, 2017</li> <li>Post Graduate Diploma in Finance, University of London, 2015</li> <li>BaCur. Degree, UNISA, 1993</li> <li>Psychiatric Nurse Diploma, Tara Hospital</li> <li>Midwife Diploma, Marianhill Hospital, 1981</li> </ul>	<ul> <li>Parliament Committees: Standing Committee on the Auditor General of SA (2014 - 2019)</li> <li>Standing Committee on Finance(2009- 2014)</li> <li>Member of the Committee on the Public Service and Administration</li> <li>Member of the Committee on the Monitoring, Evaluation and Planning (The Presidency)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	General Nurse Diploma, Benedictine Hospital, 1977	
74	<ul> <li>Bachelor of Commerce, University of the North</li> <li>Course in Fundamentals of Banking and Risk Management (NQF L 5), UNISA</li> <li>Program in Banking (NQF L6), UNISA</li> <li>Currently doing Masters at Wits University</li> </ul>	<ul> <li>Senior Manager at Construction Education Training Authority (2019 till date)</li> <li>Limpopo Province Manager at Construction Education Training Authority (2012 – 2017)</li> <li>Acting Specialist: Contract Management Unit at Construction Education and Training Authority (2017)</li> <li>Acting Gauteng Provincial Coordinator at Construction Education and Training Authority (2015 – 2016)</li> <li>Stakeholder management and Liaison at Ministry of Higher Education and Training (2011 – 2012)</li> <li>Stakeholder and Media Liaison Officer at Limpopo Legislature (2010)</li> <li>Deputy Chairperson at Limpopo Youth Commission (2004 -2009)</li> <li>Community Liaison Officer at Department of Health and Social Welfare (2004)</li> </ul>
74b	<ul> <li>Local Government Finance Management, Belgravia Institute of Management</li> <li>Local Government Human Resource Management, Belgravia Institute of Management</li> <li>Local Government performance Management</li> <li>Local Economic Development</li> <li>Integrated Development planning</li> <li>Managing projects, Contract and Consultant</li> <li>Certificate of Competence in Councillor Development practice</li> </ul>	<ul> <li>Chairperson of Teenage Against drugs and alcohol abuse (2003-2005)</li> <li>Secretary of Home based care, HIV and Aids awareness group (2005 – 2006)</li> <li>Member of Dithakong integrated energy centre (2005 – 2006)</li> <li>Member of Moshaweng Youth Council (2005 – 2006)</li> <li>Leader of Anglican church youth</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Certificate in Local Government Law and Administration, University of Fort Hare</li> </ul>	
75	<ul> <li>Masters degree in Public Administration, University of Pretoria</li> <li>BA degree in Social Work, University of the North</li> <li>Certificate in Business Management, Damelin College</li> <li>Certificate in Economics and Public Finance, UNISA</li> <li>Certificate in Governance and Leadership, University of Witwatersrand Business School</li> </ul>	<ul> <li>Chairperson of the Standing Committee of Appropriations (2015-2019)</li> <li>Parliamentary Budget office and PBO Advisory Board Member (2015 – 2019)</li> <li>MEC for Department of Economics, Environment and Tourism (2013 – 2014)</li> <li>MEC for Finance (2009-2013)</li> <li>Convenor Progressive Women Movement of SA Mpumalanga Chapter (2008 – 2012)</li> <li>President of Common Wealth Parliamentary Association Mpumalanga branch (2005 – 2009)</li> <li>Speaker of Mpumalanga Provincial Legislature (2004 – 2009)</li> <li>Deputy Speaker of Mpumalanga Provincial Legislature (1999 – 2004)</li> <li>Member of Nelspruit Transitional Local Council (1993 – 1999)</li> <li>Assistant director in Mpumalanga Department of Health and Welfare (1996 – 1999)</li> <li>Chief Social Worker (1989 – 1996)</li> <li>Senior Social Worker (1987 – 1989)</li> <li>Social Worker in the Department of Social Development and Cooperation and later TPA Community Services (1981 – 1987)</li> </ul>
76	<ul> <li>Phd (Doctor of Philosophy in Pharmacy (MEDUNSA), 1991</li> <li>Master of Science, University in the USA, 1985</li> <li>B. Pharm, University of the North, 1979</li> </ul>	<ul> <li>Member of Parliament (2014 – 2019)</li> <li>Member of Limpopo Provincial Legislature (1994 – 2014)</li> <li>Served as a hospital Pharmacist (1978 – 1993)</li> <li>Established the first retail pharmacy in Lebowakgomo township, through link pharmacy franchise (1988 – 1998)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Appointed Lecturer in Pharmacy practice at the University of the North (1993 – 1994)</li> </ul>
77	<ul> <li>Higher Diploma in Education</li> <li>Bachelor of Arts, University of Western Cape</li> </ul>	<ul> <li>Member of Parliament (2013 till date)</li> <li>Member of Gauteng Legislature (2009 – 2013)</li> <li>MMC for Environment and housing (2006)</li> <li>MMC for Roads and Storm water (2002 – 2003)</li> <li>Councillor of the GPMC (1999)</li> <li>ANC Women's League Provincial Leader (1998)</li> </ul>
78	<ul> <li>Certificate in Negotiation and Influence, Massachusetts</li> <li>School of Management Executive Education, 2017</li> </ul>	
	<ul> <li>Certificate: Capacity Building Programme for SA Women on Conflict Resolution, Negotiation &amp; Mediation, Department of International Relations and Cooperation South Africa, 2017</li> <li>Master in Development Studies, University of Free State (outstanding)</li> <li>Certificate in Public Service Management, University of Witwatersrand, 2002</li> <li>BA Honours, University of Free State, 2001</li> <li>Diploma Human Resource Management, Allenby, 1998</li> <li>PRISA Certificate Public Relation, Damelin, 1995</li> </ul>	
	BA, University of the Western Cape, 1993	
79	<ul> <li>Leadership in Local Government: NQ7, Wits School of Governance, 2018</li> <li>Capacity Building Programme on Conflict Resolution, Department of International relations and cooperation, 2017</li> </ul>	<ul> <li>Proportional Councillor at City of Tshwane (2016 till date)</li> <li>Member of the Mayoral Committee at City of Tshwane (2012-2016)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Senior Management Program, University of Pretoria,</li> <li>2015</li> </ul>	Proportional Councillor at City of Tshwane ( 2011 – 2016)
	<ul> <li>Advance Computer Course Certificate, University of Pretoria 2012</li> </ul>	<ul> <li>Project Manager at Bunker Hills Investment 115 pty ltd (2007 – 2010)</li> </ul>
	<ul> <li>Certificate of Attendance, SALGA, 2011</li> </ul>	<ul> <li>Project manager at Polelo Basading Investments (2008 – 2010)</li> </ul>
	<ul> <li>Certificate in Development and Democracy, Women's Institute Leadership, 2005</li> </ul>	Consultant at Sanlam (2002 – 2003)
	<ul> <li>Advanced Computer Course, Campus College, 2002</li> </ul>	Consultant at liberty life assurance ( 2002)
	<ul> <li>Diploma in Advanced Adult Basic Education and Training, University of South Africa, 2001</li> </ul>	<ul> <li>ABET facilitator at Department of land affairs (2001- 2002)</li> </ul>
	<ul> <li>Adult Basic Education and Training Certificate and Contextual Studies, University of SA, 1998</li> <li>Certificate in Business Management, University of Wits Business School, 1988</li> </ul>	Manager at Old Mutual Life Assurance (1988 – 2000)
80	<ul> <li>Programme in Public Administration and Management, UNISA, 2018</li> </ul>	• Executive Mayor (2010 – 2014)
	<ul> <li>Basic computer and typing skills</li> </ul>	<ul> <li>Executive Mayor (2006 – 2010)</li> </ul>
		<ul> <li>Executive Mayor (2004 – 2006)</li> </ul>
		<ul> <li>Member of Mayoral Committee , Lejweleputswa District</li> </ul>
		Municipality (2000 – 2004)
		<ul> <li>Chairperson of Executive Committee at Allanridge Transitional local council (1998 -2000)</li> </ul>
		<ul> <li>Chairperson of Housing Committee at Allanridge Transitional local Council (1995-1998)</li> </ul>
		<ul> <li>Ward Councillor at Allanridge Transitional Local Council (1995 – 2000)</li> </ul>
81	<ul> <li>Socialism with Chinese, Characteristics for New Era,</li> <li>Party School of Communist Party of China, 2018</li> </ul>	Mayor at Mohokare Municipality/ speaker (2011-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Councillors Development Practice, Local Government SETA, 2015</li> </ul>	Speaker of District Municipality (2008 – 2011)
	<ul> <li>Leadership Development, Local Government SETA,</li> <li>2014</li> </ul>	• MMC (2006 – 2008)
	<ul> <li>NGF Support Link skills programme, Local Government SETA, 2008</li> </ul>	Councillor (2006)
	<ul> <li>Executive Leadership Development programme,</li> <li>University of Pretoria, 2008</li> </ul>	
	<ul> <li>Road Works, Prodev, 2004</li> <li>Roadworks Multiskills, LSA School of Technology, 2003</li> </ul>	
	Management Course, LSA School of Technology, 1998	
82	<ul> <li>Post graduate student – Master's degree (currently), University of the Witwatersrand</li> <li>Bachelor of Arts, University of SA</li> </ul>	<ul> <li>Member of Parliament,(2013 – 2014)</li> <li>Minister of Communication (2011 – 2013)</li> <li>Deputy Minister of Monitoring and Evaluation (2010 – 2011)</li> <li>MEC of Sports and Recreation in Mpumalanga (2008 – 2009)</li> <li>MEC of Agriculture and Land Administration (2007 -2008)</li> <li>MEC of Safety and Security (2005 – 2007)</li> <li>Member of Mpumalanga Legislature (2004 – 2005)</li> <li>Head of communication at Department of Agriculture and land affairs (2000 – 2004)</li> <li>Head of Communication at department of Health and Social services (1996 – 2000)</li> <li>An Educator at Mpumalanga Department of Education (1990-1993)</li> </ul>
83	N3 at Thuto Mthlae Technical College	<ul> <li>Parliamentary Liaison at Gauteng Department of Agriculture,</li> <li>Infrastructure and Social Development (2012 – 2019)</li> </ul>
	<ul> <li>Local government administration, UNISA, 1998</li> </ul>	<ul> <li>Ordinary Councillor at City of Tshwane (2009- 2011)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	Certificate on Public speaking, Percon (pty ltd), 1999	Member of the Mayoral Committee at City of Tshwane (2006-2009)
	<ul> <li>Municipal Management Training Programmes</li> <li>Integrated Development Planning, at Association of</li> <li>Netherlands Municipalities, 1998</li> </ul>	• Councillor at City of Tshwane (2000 – 2006)
	<ul> <li>Municipal Management Development Programme at University of Pretoria, 2003 – 2004</li> <li>Advanced Municipal Management Development</li> </ul>	• Councillor at City of Tshwane (1994 – 2000)
	<ul> <li>programme, University of Pretoria, 2009</li> <li>Ethics in public services, National School of Governance, 2018</li> <li>Gender Mainstreaming in Public Service at National</li> </ul>	
	School of Government, 2017	
84	<ul> <li>Honours Degree in Social Work, UNISA (current)</li> <li>Certificate in Public Management (incomplete), Wits Business School</li> </ul>	<ul> <li>Member of Parliament (2014 -2019)</li> <li>COSATU CEC member (2013-2014)</li> </ul>
	<ul> <li>Basic Qualification in child and youth care, at National Association of Child Care Workers, 2002</li> </ul>	National Treasurer (2013-2014)
	<ul> <li>Youth Worker at Ipelegeng youth development programme, 1993</li> </ul>	Nehawu Provincial Treasurer (2009-2013)
	p - 3	<ul> <li>Provincial Treasure of COSATU Gauteng (2012 – 2014)</li> </ul>
8	Certificate of Typing at Neo Computype Academy	Speaker of Council at Madibeng local Municipality (2014 – 2016)
	<ul> <li>Certificate of Merit for Communication Skills</li> </ul>	<ul> <li>Acting Executive Mayor at Madibeng local Municipality (2014)</li> </ul>
	Programme at Upright Communication	
	Certificate of Women in the Workplace at CBR Training	MMC at Madibeng local municipality (2012-2014)
	Certificate of South African Excellence Model Assessor     CRR Training	MMC at Madibeng local municipality (2011-2012)
	<ul> <li>at CBR Training</li> <li>Certificate of South African Excellence Model Assessor</li> <li>at South African Excellent Foundation</li> </ul>	• MMC (2003 -2011)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Certificate of Appointment Services in Department of Health Governance Structure at Department of Health</li> </ul>	Councillor at madibeng local municipality (2000-2003)
	Extracurricular – Municipal Governance National     Castificate at their action of Labora and Labora at their actions of Labora and Labora at their actions of Labora and Labora at their actions of Labora at the Lab	Councillor at Brits TLC (1997-2000)
	Certificate at University of Johannesburg <ul><li>Diploma in Public Administration (not completed) at</li></ul>	<ul> <li>Quality Control at Autocable (1982 -1984)</li> </ul>
	Southern Business School	
	<ul> <li>Certificate of Competence NQF level 6 at Mmalethabo Consulting</li> </ul>	
86	<ul> <li>Bachelor of Arts Degree, University of Western Cape,</li> <li>1990</li> </ul>	<ul> <li>Senior Vice President- Corporate Affairs at Net 1 Technologies (2013 -2015)</li> </ul>
	<ul> <li>Certificate of Community Development at University of Cape Town, 1997</li> </ul>	<ul> <li>Member of Parliament (2002 -2013)</li> </ul>
	<ul> <li>Peace Keeping Mission, DIRCO, 2016</li> </ul>	ANCWL Provincial Secretary (1997-2002)
		<ul> <li>Strategic Management Team- Welfare Department at Western</li> <li>Cape Provincial Government (1994-1997)</li> </ul>
		<ul> <li>ANC Co-ordinator for voter registration (1992-1994)</li> </ul>
		Co-ordinator at Ikamva Labantwana Home based care (1989-1990)
		Social Worker at SHAWCO (1991-1992)
87	Matric at Klipspruit West High School, 2003	<ul> <li>Senior Programme Advisor: South African Liaison Officer (2007 – 2014)</li> </ul>
		<ul> <li>An Associate for the Southern African Liaison Office</li> </ul>
		Chairman of Mams Ladies football Club in Mamelodi Tshwane
		A member of the National Task Team on LGBTI
88	<ul> <li>Institute of Peace &amp; Security Studies, University of Addis Ababa, 2017 – till date</li> </ul>	Southern African Liaison (2017 till date)
	Non-Degree Purposes: Economics 1,2,and 3, 2009 -	Part time project Coordinator for Special projects at Chris Hani     (2011 2017)
	2010	Institute (2014 -2015)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Non Degree purposes: Mathematics Foundation, University of the Witwatersrand, 2007</li> <li>Post graduate Course: Special Topics in SA Foreign Policy, University of Witwatersrand, 2006</li> </ul>	<ul> <li>Stakeholder Engagement Coordinator at Department of Mineral Resources (2013)</li> <li>Adviser to the Presidency and International Relations Coordinator / Acting Head of the International Relations/ Fraternal Relations Unit at National Union of MineWorkers (2003-2012)</li> </ul>
	<ul> <li>Postgraduate Diploma in Arts: (Masters Courses Without a Thesis), University of Witwatersrand 2000</li> <li>Bachelor of Arts Degree: Honours in Industrial Sociology, University of Witwatersrand, 1999</li> <li>Honours in Industrial sociology, University of Johannesburg, 1998</li> <li>Non-degree course: Industrial Psychology 1 and 2, 1996</li> <li>Bachelor of Arts, University of Durban Westville, 1991-1994</li> </ul>	
89	<ul> <li>Masters of Development and Management, University of Potchefstroom, 2004</li> <li>BA Honours, University of Potchefstroom, 2001</li> <li>Bachelor of Commerce, North West University, 1991</li> </ul>	<ul> <li>Head of Public Liaison and presidential Hotline, The Presidency (2011 – 2012)</li> <li>Special Advisor to the President of the Republic of SA (2010-2011)</li> <li>Executive Mayor at Mafikeng Local Municipality (2006 – 2010)</li> <li>Key Accounts Manager at Department of Justice and Constitutional Development (2002-2006)</li> <li>Senior Training Officer at Department of Justice and Constitutional Development (1998- 20010</li> <li>Consumer Manager Trainee at Standard Bank of SA (1997-1998)</li> <li>Human Resource Tutor at Standard Bank of SA (1994-1996)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Training Office at Department of Auditor General (1992-1994)</li> </ul>
90	<ul> <li>PhD on Occupational Health and Safety , University of Free State (Second Year)</li> <li>Masters of Business Administration (MBSA), MANCOSA (2010-2013)</li> <li>Masters Diploma in Human Resource Management, Rand Afrikaans University (1999-2000)</li> <li>Bachelor of Education, University of Durban Westville (1996)</li> <li>Bachelor of Arts, University of Durban Westville (1993-1995)</li> <li>Secondary Teachers Diploma, Transvaal College of Education (1997-1990)</li> </ul>	<ul> <li>Self Employed at Gubevu Consultancy (01 May 2018- present)</li> <li>Directorship: Wholesale &amp; Retail SETA (Chairperson of the Board) (13 June 2018-March 2020)</li> <li>Directorship: Road Infringement Agency (Chairperson of the HR Committee) (1 June 2018-March 2020)</li> <li>Directorship: Ingwe TVET College (Chairperson of the Council) (1 October 2013 -31 October 2018)</li> <li>CATHSSETA (Co-opted member of FINREMCO) (1 July 2018-31 March 2020)</li> <li>University of Limpopo (Ministerial Appointee on the Council) (1 October 2017-31 March 2020)</li> <li>Independent Development Trust (IDT) (Interim CEO 10 October 2017-30 April 2018)</li> <li>CEO at Health and Welfare Sector Education and Training Authority (HWSETA) (September 2012 – February 2017)</li> <li>Acting Deputy Director General: Corporate Services at National Depart of Human Settlements (October 2007-July 2009)</li> <li>Chief Director at national Department of Human Settlements (March 2007-August 2012)</li> <li>Acting Director: Sector Education and Training at National Department of Social Development (2001-2007)</li> <li>HRD Research Practitioner at Department of Justice (1999-2000)</li> <li>Educator at Centenary Secondary School (1995-1998)</li> <li>Educator at Phambili Secondary School (1990-1992)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
91	,	<ul> <li>Research Associate University of Johannesburg (2017-present)</li> <li>Research Associate North West University (2014-2017)</li> <li>Director at Waterpluswaste Consultancy and Projects (2010-2014)</li> <li>Director at RTC Holdings (Pty) Ltd (2005-2007)</li> <li>Senior Systems Engineer at Lethabo Power Station (2002-2004)</li> <li>Environmental Officer (2001-2002)</li> <li>Tech &amp; Ops Manager at Lethabo Power Station (1999-2000)</li> <li>Systems Engineer at Lethabo Power Station (1996-1999)</li> <li>Assistance Section Chemist at Lethabo Power Station (1994-1996)</li> <li>Senior Chemical Analysts at Lethabo Power Station (1992-1994)</li> <li>Project Co-ordinator at Lethabo Power Station (1990-1991)</li> <li>Chemical Analyst Trainee at Technical Service International (1989-1989)</li> <li>Mine Sample at Randfontein Gold Mining (PTY) Ltd (1986-1988)</li> </ul>
		Educator at Tladi Technical High School (1982-1985)
92	<ul> <li>Matriculation Exemption First Class at Thubelihle High School in 1982</li> <li>Bachelor of Science Microbiology, University of the North in 1985</li> <li>Bachelor of Science Honours Cell Biology, University of Cape Town in 1986</li> </ul>	<ul> <li>Managing Director at Msinsi Holdings (Pty)Ltd (2017 till date)</li> <li>CEO at Magalies Water (2010 -2015)</li> <li>General Manager Operations at Umgeni Water (2008 – 2010)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Master of Science in Microbiology, University of Cape Town in 1989</li> </ul>	<ul> <li>General Manager at Magalies Water (2007 – 2007)</li> </ul>
	<ul> <li>Advanced Business Programme, Durban University of Technology in 1995</li> </ul>	<ul> <li>Area Manager Operation at Magalies Water (2004-2007)</li> </ul>
	<ul> <li>Master in Business Administration, University of KwaZulu Natal in 2000</li> </ul>	<ul> <li>Operations Manager at Rand Water ( 2002 – 2004)</li> </ul>
	<ul> <li>Post Graduate diploma Company Direction, Graduate Institute of Management in 2005</li> </ul>	<ul> <li>Area Manager Operation at Umgeni Water ( 2002-2002)</li> </ul>
		Works Manager Durban Height Plant at Umgeni Water (1995-2002)
		<ul> <li>Plant Superintendent at Umgeni Water (1993-1995)</li> </ul>
		<ul> <li>Graduate Trainee at Umgeni Water ( 1990-1993)</li> </ul>
93	<ul> <li>Matriculation with Exemption Certificate, Filidi High</li> <li>School in 1991</li> </ul>	<ul> <li>Senior Manager Technical Infrastructure Services at South African Weather Services (2017 till date)</li> </ul>
	<ul> <li>National Diploma Electrical Engineering, Mangosuthu</li> <li>University of Technology in 1995</li> </ul>	<ul> <li>Head: Project Management Office at City of Johannesburg (Joburg Market) (2015-2017)</li> </ul>
	<ul> <li>Bachelor of Technology in Electrical Engineering,</li> <li>Durban University of Technology in 2004</li> </ul>	<ul> <li>Executive Manager Technical and Engineering at East Rand Water Care Company (2009-2017)</li> </ul>
	<ul> <li>Master of Business Management and Administration,</li> <li>University of Stellenbosch in 2010</li> </ul>	<ul> <li>Head: Electrical Engineering and Facilities at City of Cape town,</li> <li>Water &amp; Sanitation (2006-2008)</li> </ul>
	<ul> <li>Bachelor of Public Administration Honours, University of Stellenbosch in 2011</li> </ul>	<ul> <li>Production Manager at Transnet Freight Rail, Isando (2002-2006)</li> </ul>
	<ul> <li>Bachelor of Science Honours Technology Management,</li> <li>University of Pretoria in 2014</li> </ul>	<ul> <li>Project Manager (Coal Line) at Transnet Freight Rail, KZN (1998- 2002)</li> </ul>
	<ul> <li>Master of Public Administration, University of Stellenbosch in 2014</li> </ul>	<ul> <li>Engineering Assistant at Transnet Freight Rail, Vryheid (1995-1997)</li> </ul>
	<ul> <li>Master of Science in Engineering Management,</li> <li>University of Pretoria in 2017</li> </ul>	Pupil Technician at Eskom Ngagane (Transmission) (1993-1994)
94	· · · · · · · · · · · · · · · · · · ·	<ul> <li>Chief Defence Materiel (DDG) at National Department of Defence (2008 till date)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>B.Tech. Eng. Mechanical Engineering (Cum Laude), Cape Peninsula University of Technology in 2000</li> </ul>	<ul> <li>General manager Logical Services at PetroSA (2006-2008)</li> </ul>
	<ul> <li>MSc Maritime Transport (Suma Cum Laude) University of Antwerp, Belgium in 2006</li> </ul>	<ul> <li>Chief Operations Manager at Transnet Limited (2003-2006)</li> </ul>
	<ul> <li>MSc Transport Economics (Magna Cum Laude)         University of Antwerp, Belgium in 2006         <ul> <li>Master of Business Administration (MBA), University of Cape Town, GSB 2008</li> <li>Master of Science in Engineering Mechanical, University of KwaZulu Natal in 2013</li> <li>Doctor of Philosophy Mechanical Engineering, University of KwaZulu Natal in 2017</li> </ul> </li> </ul>	Engineering Manager at Fine Chemicals Corporation (2000 -2003)
95	<ul> <li>A certificate in Central Banking, South African Reserve</li> </ul>	CEO- National Empowerment Fund (NEF) (2005- present)
	Bank, 1993  MBA (Corporate Finance), University of Sheffield, United Kingdom, 1990-1992	<ul> <li>Chief Director at Department of Trade and Industry (2002-2004)</li> </ul>
	<ul> <li>Maitrise en science economique (equivalent of MSc in Economics (not complete) 1988-1989</li> </ul>	<ul> <li>Employed as the Minister Economic/Regional Director for Europe for Trade &amp; Investment Germany (2000-2002)</li> </ul>
	<ul> <li>French Language Diploma, C.A.V.I.L.A.M. Institute of Languages, in France, 1986</li> </ul>	<ul> <li>Counsellor Economic in France with Trade &amp; Investment South Africa (1997-2000)</li> </ul>
	BA in Economics, University of the North, 1983-1985	<ul> <li>Corporate Dealer by Standard Corporate &amp; Merchant Bank (SCMB) (1994-1996)</li> </ul>
		<ul> <li>Senior Analyst at South African Reserve Bank (1994-1995)</li> <li>Planning Analyst in the Corporate Planning Division at Caltex Oil SA (1992-1993)</li> </ul>
		<ul> <li>Worked on an industrial-based project for investment bank,</li> <li>Banque National de Paris (BNP) (1992)</li> </ul>
96	- MBA	Regional Organiser, NUM NW, 1988 - 1991
	<ul><li>- Management Advance Programme (MAP)</li><li>- Diploma in Business Development</li></ul>	<ul><li>Special Project, NUM HQ, 1991 - 1992</li><li>Coordinator, NUM MP, 1993 - 1996</li></ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Dipoma in Financial Management</li> <li>Diploma in Industrial Relations</li> <li>Diploma in Management Development</li> <li>Diploma in Financial Management</li> </ul>	<ul> <li>Coordinator, NUM GP, 1997 - 2004</li> <li>Secretariat Pillar Head, NUM HQ, 2005 - 2001</li> </ul>
97		<ul> <li>Events &amp; Project Management, 2001-2018</li> <li>Factory Manager (Manufacturing- food and pharmaceutical ingredients), 1998-2000</li> <li>Technical Marketing to Manufacturing Industry, 1994-1998</li> <li>Production Management, High Tech Food Factory, 1992-1994</li> <li>Retail Sales Assistant, 1988-1992</li> </ul>
98	<ul> <li>BSC (Hon) Economics</li> <li>M Education</li> <li>MA Economics</li> </ul>	<ul> <li>Human Rights Commissioner, SAHRC (2009-2016)</li> <li>Head: International Relations, Parliament of South Africa (2006-2009)</li> <li>Chief Executive Officer, SAHRC (1998-2005)</li> <li>Advisory to Deputy Minister- DTI (1997-1998)</li> <li>Programme Officer- Presidency (RDP) (1994-1996)</li> <li>Wigan Metropolitan Borough Council (UK) Economic Unit (Prior 1994)</li> </ul>
99	<ul> <li>BA, Major Sociology and African Politics, UNISA</li> <li>BA, Majority Sociology and African Politics, UNISA</li> </ul>	<ul> <li>ANC Regional Administrator- Southern Free State (1991)</li> <li>OFS Peace Committee, Head: Provincial Conflict Resolution Committee (1993-1994)</li> <li>Member of the Provincial Service Commission, Member of the OFS University Council (1994-1999)</li> <li>Member of the Public Service Commission (1999-2004)</li> <li>Free State Provincial Government, MEC for Finance (2004-2007)</li> <li>Free State Provincial Government, MEC for Public Safety, Security and Liaison (2007-2008)</li> <li>Mayor, Mangaung Local Municipality (2008-2011)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Department of International Relations and Cooperation, Diplomatic Training (2012)</li> </ul>
100	<ul> <li>Diploma- Secretarial and Office Administration, Sight &amp; Sound Worldwide</li> <li>Diploma- Computers for Administration, CECS</li> <li>Certificate in CorelDraw, CECS</li> </ul>	<ul> <li>Manager: Intergovernmental and Stakeholder Relations , SASSA (2012-2017)</li> <li>Senior Manager(Acting), SASSA Head Office (2012-2016)</li> <li>Manager: Intergovernmental &amp; Stakeholder Relations, SASSA (2010-2011)</li> <li>Project Manager, Youth Development Training for Western Cape Education Foundation (2009-2010)</li> <li>Chief of Staff for WC MEC for Cultural Affairs and Sport (2008-2009)</li> <li>Chief of Staff for WC MEC for Education (2005-2008)</li> <li>Personal Assistant for WC MEC for Education (2004-2005)</li> <li>Personal Assistant for WC MEC Social Services &amp; Poverty Alleviation (2001-2004)</li> <li>Admin Secretary for WC ANC (1998-2001)</li> <li>Admin Secretary for WC MEC for Health &amp; Social Services (1994-1998)</li> <li>Office Administrator for The Call of Islam (1987-1990)</li> <li>Admin Secretary for Wescreet Precast Concrete (1984)</li> </ul>
101	<ul> <li>PhD Leadership and Management, Logos University, Florida USA, 2016</li> <li>MBA Business Administration, Regent Business School, Johannesburg, 2014</li> <li>Advanced Banking Law, University of Johannesburg, 2006</li> <li>Management Advancement Programme: Business Administration, Wits Business School, 2002</li> <li>Principles in Business and Management, Wits Business School, 2001</li> </ul>	<ul> <li>Senior Manager, Faithfulness Business Enterprise (2006- current)</li> <li>Branch Manager, First National Bank (2005-2006)</li> <li>Branch Manager, African Bank (2002- 2005)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
102		<ul> <li>Manager, Human Resource Policy and Transformation (KZN-Social Development (2017-present)</li> <li>Senior Manager, Human Resource Administration (KZN-Social Development (2008-2012)</li> <li>Senior Manager, Amajuba District, (KZN- Social Development, 2012-2013)</li> <li>Manager, Human Resource Development (KZN-Social Development, 2003-2008)</li> <li>Manager, Auxiliary Services (Administration Section, 2013</li> <li>Manager, General Manager's Office (KZN-Social Development, 2013-2017)</li> <li>Acting Senior Manager, HRD (KZN-Social Development, 2006-2008)</li> </ul>
		<ul> <li>Assistant Director, HRD (KZN – Social Development, 2001)</li> </ul>
103	<ul> <li>PhD in Philosophy UCT</li> <li>Master's Degree in Social Science UCT</li> <li>Higher Diploma in Social UWC</li> <li>Diploma in Social Work UWC</li> <li>Diploma in Personnel Management Damelin College</li> </ul>	<ul> <li>Consultant Welfare Management in Swaziland for the ILO and EU (2017 – present)</li> <li>Consultant Social Security Expert at the ILO Training Centre in Italy (2016 – 2018)</li> <li>Consultant Social Security expert for ISSA Head Office (2016)</li> <li>Consultant Social Security expert for Economic Policy Research Institute in Bangladesh and Nigeria</li> <li>CEO SASSA (2011-2016)</li> </ul>
		<ul> <li>Executive Manager (DDG) Independent Tribunal for Social Assistance Appeals (2010-2011)</li> <li>Lecturer UCT Department of Social Development</li> <li>DG, Acting DG, &amp; DDG Western Cape provincial government (2006-2009)</li> <li>Superintendent-General (DG) Social Development Western Cape (1995-2006)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Coordinator (DDG) Strategic Management Team Social Services Western Cape (1994-1995)</li> <li>Head of Welfare Department for Students Health &amp; Welfare Organisation (1993-1994)</li> <li>Senior Social Worker Association for the Physically Disabled Western Cape (1991-1993)</li> <li>Senior Industrial Social Worker SACTWU (1985-1991)</li> <li>Branch Manager NICRO (1983-1985)</li> <li>Hotel Manager Earls Court in London (1982-1983)</li> <li>Case Worker Child Welfare Society (1979-1981)</li> </ul>
104	<ul> <li>Organising Diploma, Ambassador Training &amp;         Development         <ul> <li>Certificate in Dispute Resolution Procedures, Education</li> <li>Labour Relations Council</li> <li>Various business leadership diplomas with the Eden</li> <li>College of Braamfontein</li> </ul> </li> </ul>	<ul> <li>Deputy General Secretary COSATU</li> <li>Provincial Organiser SADTU North West</li> </ul>
105		<ul> <li>Director of Strategy &amp; Special Projects in the Office Of the Deputy President, The Presidency, (2008-2017)</li> <li>Office Of the President (2008)</li> <li>Office of the Deputy Minister of Health (2007-2008)</li> <li>Director Administration in Office of the Minister Of Correction Service (1999-2007)</li> <li>Private Secretary to Minister of Sport and Recreation (1994-1999)</li> <li>Administrative Assistance CODESA (1992-1993)</li> <li>PA at Consultative Business Movement (1991-1992)</li> <li>Field worker of Operation Hunger in 1991</li> <li>Secretary to Deputy Director at Operation Hunger (1981-1990)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
106	LLB incomplete, University of the North (1993-1998)	Executive Mayor Capricorn District Municipality (2014-2016)
	<ul> <li>Certificate Minerals and Mining, University of the North (2004)</li> <li>BCom (2018)</li> </ul>	<ul> <li>Deputy Law Administration, Department of Roads and Transport, Limpopo (2008-2014)</li> <li>Deputy Director Spokesperson, Department of Public Works Limpopo (2005-2007)</li> <li>Department of Finance Economic Development Environment and Tourism Limpopo Provincial (2003-2004)</li> </ul>
107	Diploma, Public Management, Varsity College (2003)	Mayor, City of Durban (2001-2016)
	<ul> <li>Certificate Public Administration, UKZN</li> <li>Certificate Development Management, UP</li> <li>Degree Public Administration (2017)</li> <li>Honours Public Administration, MANCOSA Diploma, Public Management, Varsity College (2003)</li> <li>Certificate Public Administration, UKZN</li> <li>Certificate Development Management, UP</li> <li>Degree Public Administration (2017)</li> <li>Honours Public Administration, MANCOSA</li> </ul>	
108	<ul> <li>Bachelor of Science (BSC), Swaziland</li> <li>Concurrent Diploma in Education (CDE), Swaziland</li> <li>Master of Science (MSC), Zimbabwe</li> </ul>	<ul> <li>Founder and Director MP Makhubu Consultancy Pty Ltd (2017-2019)</li> <li>Director and member of Turquoise Moon Pty Ltd (2004-2019)</li> <li>One of the founding members and CEO of Emtateni Investments Holdings Pty Ltd (1998-2010)</li> <li>Founder and Managing Director of Zwakala Construction CC (1997)</li> </ul>
		<ul> <li>Founder and Managing Director of Umkhumbane Cleaning Services CC (1996)</li> <li>Marketing Manager of College of Open Learning (COLESA), Milpark, Johannesburg (1995)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Founder and Managing Director of Centre of Rural Technical Education (1992-1994)</li> </ul>
109	<ul> <li>Bachelor of Arts, 1986-1988</li> <li>Junior Secondary Teacher Certificate, 1980-1981</li> <li>Certificate in Board Leadership Core Programme, GIBS, 2015</li> <li>Certificate of Attendance in Mining Social Labour Plan, Global Prospectus, 2013</li> <li>Certificate in Higher Education Leadership and Management, Cum Laude</li> <li>Certificate in Project management, University of Venda, 2007</li> <li>Certificate Higher Education Research Society, HERS-SA Academy, 2006</li> <li>Certificate in Recruitment, Selection and Employment</li> </ul>	<ul> <li>35 years of Experience in Education</li> <li>15 years as an Educator, 15 in Higher Education</li> <li>5 years as a full Professor of Educational Management</li> <li>3 years as Dean of School of Education</li> <li>6 years as a Consultant</li> </ul>
	<ul> <li>Equity, University of Pretoria, 2001</li> <li>Certificate in Effective Governance Course: Gender and good governance, University of Pretoria, 2001</li> </ul>	
110	<ul> <li>Postgraduate Diploma in Economic Policy and Finance, London School of Economics (one module to be completed in 2019</li> <li>Masters in Business Administration (MBA), Regent</li> </ul>	<ul> <li>Chair of Chairs at North West Provincial Legislature (2016-2019)</li> <li>PEC Member (2017-2018)</li> </ul>
	<ul> <li>Business School, 2016</li> <li>Certificate Programme in Management Development Municipal Finance, Wits University, 2012</li> </ul>	<ul> <li>Member of the National Parliament of SA, Portfolio of Health, (2014-2016)</li> </ul>
	<ul> <li>Advanced Management Programme (NQF 6), North-West University, 2006</li> <li>Community Development Practitioner, Khanya College, 2000</li> </ul>	<ul> <li>Manager in the Office of the Executive Mayor (JB Marks Municipality) (2006-2014)</li> <li>Labour Relations Manager, JB Marks Municipality (2004-2006)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Certificate in Adult Based Education and Training, UNISA, 1996</li> <li>Completed Dramatic Art Diploma, 1990-1990</li> </ul>	<ul> <li>Chief Community Liaison Officer (2002-2004)</li> <li>Provincial Secretary, SAMWU (2000-2002)</li> <li>Provincial Education Officer, SAMWU (1997-2000)</li> <li>Project Manager and Facilitator, Siphumelele Literacy Project (1993-1995)</li> </ul>
111	<ul> <li>Bachelor of Social Science, Rhodes University, 1996</li> <li>Bachelor of Social Science, Rhodes University, 1995</li> <li>Bachelor of Arts, Rhodes University, 1994</li> <li>Bachelor of Social Science, Rhodes University, 1993</li> <li>Grade 12, 1966-1969</li> </ul>	<ul> <li>Special Advisor to the Speaker of National Assembly, (2015-2019)</li> <li>Special Advisor to the Premier, (2011-2015)</li> <li>SA Ambassador to the Republic Of Angola (2005-2009)</li> <li>SA Ambassador to the People's Republic of China (2001-2005)</li> <li>SA Ambassador to the Kingdom of Denmark and Iceland (1997-2001)</li> <li>ANC Provincial Coordinator for Local Government in KwaZulu Natal (1996-1997)</li> <li>Senior clerk for Bantu Affairs in Durban and KwaMashu (1971-1976)</li> </ul>
112	<ul> <li>Diploma in Offset Litho Printing, London College of Printing, University of London, 1989</li> <li>Certificate in periodical Journalism, University of London, 1990</li> <li>Matric (Grade 12) Isibonelo High School,</li> <li>Two years of BA with University of Fort Hare, Alice, 1971-1972</li> </ul>	<ul> <li>Deputy Chairman of the Advisory Committee on National Orders</li> <li>Chair of Phuthuma Nathi and Multichoice, SA Holdings (2006)</li> <li>Consultant for Vodacom, South Africa, (2005-2006)</li> <li>Chairperson of Independent Communications Authority of SA (1999-2005)</li> <li>Programme Director, SABC (1998-1999)</li> <li>Editor-at-Large, Leadership Magazine (1997-1998)</li> <li>Convenor of Task Group on Government Communications (1996-1997)</li> <li>Deputy Chief Representative of ANC in London (1987-1990)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>English Teacher at Inhlakanipho High School, KwaMashu (1973- 1975)</li> </ul>
113	<ul> <li>Management Advanced Programme, University of Witwatersrand, 2005</li> <li>Post graduate qualifications in Management Practice, Rhodes University, 1999</li> <li>B. Juris and LLB degrees, University of Transkei, 1987-1989</li> <li>Blythswood Institution, 1984</li> </ul>	<ul> <li>CEO at National Heritage Council (2004 to date)</li> <li>Manager Gambling, Lotteries and Liquor Regulating Office at Department of Trade and Industry (2000-2002)</li> <li>Chairperson, Education Portfolio Committee (MPL), Eastern Cape Provincial Legislature (1999-2000)</li> <li>Member of the Public Accounts Standing Committee (MPL) Eastern Cape Provincial Legislature (1994-1996)</li> <li>Chairperson of Transport Study Group, Eastern Cape (1994-1996)</li> <li>Member of Executive Council (MEC), Sports, Arts and Culture, Eastern Cape Provincial Government (1996-1999)</li> <li>Chairperson, Youth Affairs Portfolio Committee (MPL), Eastern Cape Provincial Legislature (1994-1996)</li> <li>Legal Advisor, Umthatha Advice Centre (1992-1994)</li> <li>ANC Monitoring Co-ordinator ((1993-1994)</li> <li>Accident Claims Officer, Department of Transport, Transkei Government (1989-1990)</li> <li>Clerk at TEBA (1986-1987)</li> </ul>
114	<ul> <li>BA Hons Sociology, University of Durban Westville,</li> <li>1993-1994</li> <li>BA Social Sciences, University of KwaZulu Natal, 1988-1991</li> </ul>	<ul> <li>Director: Global Governance and vulnerable Groups (June 2019-current)</li> <li>Minister Plenipotentiary, Embassy of the Republic of SA in Tokyo, Japan (2011-2015)</li> <li>Director, Foreign Services for East African Community, Department of International Relations &amp; Cooperation (2008-2011)</li> <li>Director, Training and Skills Development, National Department of</li> </ul>
	Pupil Nurse, Piet Rietief Hospital, 1980-1983	<ul> <li>Director, Training and Skills Development, National Department of Housing (2005-2008)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Deputy Director, Education Training and Development, National Department of Housing (2001-2005)</li> <li>Assistant Director, Community Liaison, National Department of Health (1999-2001)</li> <li>Chief Community Liaison Office, RDP Programme, Mvula Trust (1996-1998)</li> <li>Trainee Manager, Durban Metro (1994-1995)</li> <li>Researcher, Centre for Health &amp; Social Studies (CHESS), University of Natal (Durban) (1993-1994)</li> <li>Part-time Lecturer, Zulu for Medics, Sociology and Public health, Nelson R. Mandela School of Medicine (1993-1994)</li> <li>Enrolled Nurse, McCord Nurse (1983-1993)</li> </ul>
115	<ul> <li>MBA (thesis outstanding) passes and awared a         Postgraudate Diploma in Business Administration, Thames         Valley University, London, Milpark Business school, 1997</li> <li>Bachelor of Science majored in Chemistry and Biology,         The National University of Lesotho (ROMA), 1985</li> </ul>	<ul> <li>Entreprenuer (Director), Uptown Trading 69 (2015-2018)</li> <li>General Manager, Mcunu's Enterprises/Entrepreneur (2000-2014)</li> </ul>
	Matric, Christ The King School (ROMA)	<ul> <li>Sales Manager-International and Local clients (NTP), Nuclear Energy Corporation of South Africa (NECSA) (2000)</li> <li>Business Development Manager, Carewell Group South Africa (Pty) Ltd (1998-1999)</li> <li>Sales Executive, South African Breweries (SAB) (1995-1996)</li> <li>Account Executive, South African Broadcasting Corporation (1994)</li> </ul>
116	<ul> <li>BA Degree in Public Admin &amp; communication,</li> <li>University of South Africa, 2010</li> <li>National Diploma in Transportation Management,</li> <li>University of Johannesburg, 2004</li> </ul>	<ul> <li>Medical Sales Consultant, Abbott Laboratories (1989-1993)</li> <li>Member of Parliament of South Africa (2014-2019)</li> <li>Gauteng Provincial Legislature (2012-2014)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Gauteng Department of Housing, Local Government and Traditional Affairs Department (2010-2012)</li> <li>Manager at Mogale city Local Municipality (2008-2010)</li> <li>MMC &amp; Salga Infrastructure Sub Committee chairperson WRDM (2006-2008)</li> <li>Ward Cllr and Portfolio Head at West Rand District Municipality (2000-2006)</li> <li>Gold and Coal Mines Work Experience (1976-1999)</li> </ul>
117	<ul> <li>Ph.D (Clinical Psycology), University of Cape Town, 1999</li> <li>M.Phil- clinical Psychology (British Council Schola), University of London, 1972</li> <li>B.Sc. Hon. (Psychology), University of South Africa, 1969</li> </ul>	<ul> <li>Senior Lecturer, University of the Witwatersrand (1998-2000)</li> <li>Chief Director, Public Service Commission, Government of SA (1995-1997)</li> <li>Doctor candidate, Department of Psychology, University of Cape Town (1993-1998)</li> <li>Ford Foundation Fellow, Refugee Studies programme, University of Oxford (1994)</li> <li>Senior Lecturer, University of Ghana medical School, Ghana (1986-1991)</li> <li>Lecture, Clinical Psychologist, University of Ghana Medical School, Ghana (1973-1986)</li> </ul>
118	<ul> <li>Management advance program, Wits University</li> <li>Mining Management Certificate</li> <li>Advanced diploma in Public Policy Management &amp; development</li> <li>Communication Science &amp; practice certificate</li> </ul>	<ul> <li>Senior Manager Corporate Communications at Limpopo Tourism &amp; Parks (2004-2007)</li> <li>Marketing and Sales at Nashua, Pretoria (2001-2003)</li> <li>Executive Director at Open learning group (1998-2000)</li> <li>Manager Corporate Communications at SA Rail Commuter Corporation (1997-1998)</li> <li>Military Intelligence-(major) Public relations officer/communication at South African National Defence Force (1994-1996/7)</li> </ul>
	<ul> <li>Post graduate Diploma in public policy management &amp; development</li> </ul>	<ul> <li>National Organizer at ANC Department of Arts &amp; culture (1990- 1993)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
119	<ul> <li>Post graduate diploma in Management (currently studying), 2017</li> </ul>	Parliament of South Africa (2009-2017)
	<ul> <li>Diploma Certificate in public Management, Wits governance School, 2016</li> </ul>	Local Government, Eastern Cape (1999-2009)
	<ul> <li>Certificate in Economics, University of Cape Town, 2010</li> </ul>	<ul> <li>KZN Department of Education – deputy principal (1991-2001)</li> </ul>
	CPMD, Wits Governance School, 2009	Department of Education, Eastern Cape ( Educator) (1976-1988)
	<ul> <li>Further Diploma in Education, University of Pretoria,</li> <li>2001</li> <li>Diploma in Education (Rand Afrikaans, 1999</li> <li>Teachers certificate, Sigcau college of Education, 1975</li> </ul>	
120	<ul> <li>Post Graduate Diploma in Human Settlement, Nelson Mandela University, 2018</li> </ul>	Member of Parliament of South Africa (2014-2019)
	<ul> <li>Post Graduate Diploma in Management of Governance and Public Leadership, University of the Witwatersrand, 2015</li> </ul>	Mayor of Aganang Local Municipality (2001-2011)
	Bachelor of Education, University of Limpopo, 1991	Campus Manager at Capricorn FET College (2004-2006)
	<ul> <li>Bachelor of Arts, UNISA, 1986</li> </ul>	<ul> <li>Circuit Manager at Kone-kwena Area Office (2000-2003)</li> </ul>
	<ul> <li>Diploma in Clothing Construction, University of Pretoria, 1995</li> </ul>	Ward Councilor at Moletjie Matlala TLC (1995-2000)
	<ul> <li>Senior Secondary Teachers Certificate, Lennox Sebe Training College, 1980</li> </ul>	<ul> <li>Acting Rector at Bochum College of Education (1996-1999)</li> </ul>
	<ul> <li>Junior Secondary Teachers certificate, Lovedale</li> <li>Training College, 1976</li> </ul>	<ul> <li>Vice Rector at Bochum college (1994-1995)</li> </ul>
		HOD at Bochum college (1990-1992)
		<ul> <li>HOD at Karabi High School (1987-1989)</li> </ul>
		<ul> <li>Lecture at Mokopane College of Education (1986)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Home Economic Subject Advisor at Highveld Region Dept. of Education (1984-1985)</li> <li>Examiner at Department of Education (1982-1994)</li> <li>Educator at Naledi High School (1976-1983)</li> <li>Educator at Rutegang Primary School (1973)</li> </ul>
121	<ul> <li>Leadership, Wits School of Governance, 2019</li> <li>Certificate in Advance Governance and Public Leadership, Wits School of Governance, 2017</li> <li>MPhil, University of Western Cape, 2004</li> <li>Higher diploma in Education, University of Cape Town, 1989</li> </ul>	<ul> <li>Chairperson of Committees at Northern Cape Provincial Legislature (2013-2019)</li> <li>Director at Department of Agriculture, Land Reform and Rural Development (2006-2013)</li> <li>Deputy Director at Department of Housing and Local Government Chairperson at Provincial Youth Commission (2000-2004)</li> </ul>
	Bachelor of Arts, University of Cape Town, 1986-1988	<ul> <li>Principal Planner at Department of Land Affairs(1996-2000)</li> <li>Teacher at Weslaan Secondary School (1991-1996)</li> <li>Teacher at Salt River Secondary School (1990-1991)</li> </ul>
122	<ul> <li>M.A Hon in English, University of Potschefstroom</li> <li>BA Hon in Sociology, University of the North</li> <li>BA in English and Sociology, University of the North</li> <li>Certificate in the Management of Mines and Mineral Policy, University of the Witwatersrand</li> </ul>	<ul> <li>Senior Programme Manager at Trans Caledon Tunnel authority (2012-2017)</li> <li>Program Manager at DBSA (2011-2012)</li> <li>DDG at Department of Health (2006-2009)</li> <li>Chief Operations Manager at Eskom (2003-2005)</li> <li>Investment Coordinator at DBSA (2002-2002)</li> <li>Assistant Director at Economic Affairs (1999-2002)</li> <li>Environmental Officer at Mpumalanga Provincial Government (1996-1999)</li> <li>Junior Lecturer at University of the North (1994-1996)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
123	Law Degree	Worked at Angelo America
124	<ul> <li>Master in Education, Sofia University, Bulgaria, 1987</li> <li>BA in Education, Sofia University, Bulgaria, 1985</li> </ul>	<ul> <li>Diplomatic career (2005-2017)</li> <li>Head of Ministry at Department of Transport (2004-2005)</li> <li>Head of Ministry, Department of Public Enterprises (2002-2004)</li> <li>Voluntarily work, promoting the South African Agenda (1996-1988)</li> <li>Promoting and Public Relations and Marketing for Government clients at Mercedes-Benz (1998-2001)</li> <li>Capital Radio-Port St Johns, Eastern Cape (1979-1981)</li> <li>Educator at Solomon Mahlangu Freedom College (1981-1983)</li> <li>Community work for the ANC in exile at Dakwa Development Centre, Tanzania (1981-1983)</li> <li>Regional Education Officer for ANC in Zambia and Zimbabwe (1989-1992)</li> </ul>
125	<ul> <li>Hons. Public Administration, University Of Stellenhbosch, 2005</li> <li>National Diploma in Public Management, University of Cape Town, 2001</li> <li>Matric at Paulus Joubert Secondary, 1987</li> </ul>	<ul> <li>Head Strategic Planning, Monitoring &amp; Evaluation at Ngwathe Local Municipality (2018 –to date)</li> <li>Manager IDP/PMS/ Office Municipal Manager at Vrede-Phumelela Local Municipality (2014-2017)</li> <li>Manager IDP/Community Development and Public Participation at Breede Valley Municipality (2010-2014)</li> <li>Manager Institutional Support at Stellenbosch Municipality (2006-2009)</li> <li>Commissioned Officer-Technical Services Corpse at South African National Defence Force (1996-1999)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Member of Umkhonto We Sizwe (Ashley Kriel Detachment) (1988-1994)</li> <li>Resource Person at Paarl Advice Office (1989-1995)</li> </ul>
126	<ul> <li>Post Graduate of Political Science at Rand Afrikaans University</li> <li>Diploma in Public &amp; Development Management at Wits Business School</li> <li>Matric</li> </ul>	<ul> <li>Chief of Staff and Ministerial/Parliamentary Affairs at South African Social Security Agency (2007-2010)</li> <li>Advisor/Spokesperson at the Department of Public Works (2005-2008)</li> <li>Coordinator in Research Unit at ANC (1998-2004)</li> <li>Deputy Editor for Mayibuye Journal at ANC (1993-1997)</li> <li>Transformation Advisor at Environmental Development Agency (1990-1992)</li> </ul>
127	<ul> <li>BA (Law) at University of Stellenbosch</li> <li>LLB at University of Stellenbosch</li> </ul>	<ul> <li>Consultant Attorney (Present)</li> <li>Currenty serve on the Executive committee of the Balule nature Reserve (Present)</li> <li>Member of Parliament (2014-2019)</li> <li>Member of Parliament (1987- 1996, 2002-2004, 2009-2014)</li> <li>MEC(Sport, Education &amp; Health) for the Western Cape Provincial Government (1988-2002)</li> </ul>
128	<ul> <li>Bachelor of Commerce at University of the North (Limpopo)</li> <li>Course in fundamentals of Banking &amp; Risk Management (NQF L5) at UNISA</li> <li>Programme in Banking (NQF L6) at UNISA</li> <li>Currently doing Masters in Technology in Leadership at Wits University</li> </ul>	<ul> <li>Senior Manager: Corporate Services at Construction Education Training Authority (August 2019 to date)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Stakeholder and Media Liaison Officer at Limpopo Legislature (2010)</li> <li>Deputy Chairperson at Limpopo Youth Commission (2004-2008)</li> <li>Community Liaison Officer at Department of Health and Social</li> </ul>
		Welfare (2004)
129	<ul> <li>Doctor of Philosophy, University of Johannesburg, 2012</li> </ul>	CEO of Revelation Luggage & Leather (2014-to date)
	<ul> <li>Masters in International Law and Settlement of Disputes, United Nations University for Peace, 2004</li> </ul>	<ul> <li>Lecture at University of Johannesburg</li> </ul>
	B Juris, University of Transkei, 1994	<ul> <li>Director at Department of Trade &amp; Industry (2005-2014)</li> <li>Fulltime Lecturer at Damelin (current)</li> <li>National Manger at law Society of South Africa</li> <li>Legal Analysts at SABC Radio Stations (1996-to date)</li> <li>Programme Manager, Legal Services and Human Rights Advocacy at Equality Project (2003)</li> <li>Part time Lecturer at University of Potchefstroom</li> <li>National Training Manager / Coordinator at Lawyers for Human Rights (1996-2003)</li> <li>Provincial Capacity Development Co-ordinator (1997-2001)</li> <li>Law clinic Professional Assistant (1996)</li> <li>Seconded to CHESP as a Project leader for Legal Service Providers at the University of Transkei Community Higher Education Services Partnership (2000-2001)</li> <li>Second Secondment – Oxfam Funders – Advisor in Design Team (1998)</li> <li>Seconded to the Joint Forum for the University of the Transkei (2001)</li> </ul>
130	<ul> <li>BA, University of Cape Town, 1989-1990</li> </ul>	<ul> <li>Managing Member at Leungo Construction Enterprise CC (2006 to date)</li> </ul>
	<ul> <li>LLB, University of Cape Town, 1992-1993</li> </ul>	<ul> <li>Municipal Manager at Ratlou Local Municipality (2001-2006)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	MPA, University of Liverpool, 1997-1998	<ul> <li>National Youth Commissioner at National Youth Commission, President's Office (1996-1997)</li> </ul>
	Master of Science, University of Witwatersrand, 2018- 2019	<ul> <li>Provincial Youth Commissioner, Premier's office, North West Province (1996-1999)</li> <li>Provincial Constitutional Training Manager, North West (1995-1996)</li> <li>Youth Development Officer at Department of Youth Affairs, North West (1994)</li> <li>Investigation Officer at Independent Electoral Commission (1991)</li> <li>Administrative Secretary at Huhudi Civic Association (1991)</li> <li>Regional Education Secretary at COSATU (1991)</li> <li>Research Trainee at Community Agency for Social Enquiry (1991)</li> </ul>
13	<ul> <li>Diploma in Labour Law, Technikon North West, 2002</li> <li>Matric</li> </ul>	<ul> <li>Group Manager at MAN Automotive (SA) Propriety Limited (2019 to date)</li> <li>Human Resources Manager at MAN Automotive (SA) Propriety Limited (2017-2019)</li> <li>Human Resources Manager: After Sales/own retail at MAN Truck and Bus (SA) Propriety Limited (2009-2016)</li> <li>Human Resources Coordinator (Generalist) at MAN Automotive (SA) Propriety Limited (2005-2008)</li> </ul>
13	<ul> <li>Master's in Public Administration, University of the Western Cape, 2000</li> <li>Advanced Diploma in Public Administration, University of Stellenbosch, 1998</li> <li>National Diploma in Public Management and Administration, Technikon RSA, 1996</li> </ul>	<ul> <li>Chief Director: Corporate Services, The Presidency (2017 to date)</li> <li>Chief Director: Corporate management, The Presidency (2015-2017)</li> <li>Acting Deputy Director General: Corporate Management (Sep 2015-Jan 2016, May 2016-May 2017, May 2018- Sep 2018)</li> <li>Chief Director, Department of Military Veterans (2014)</li> <li>Director protocol, The Presidency (2008-2014)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>Deputy Director Protocol, The Presidency, (2001-2008)</li> <li>Head: Human Resources and Corporate Services, Department of Correction al Services (1999-2001)</li> <li>Office Manager, Department of Correctional Services (1998-1999)</li> </ul>
		<ul> <li>Assistant director, Department of Correctional Services (1998)</li> <li>Head of Administration: Parliamentary Office, (1997)</li> <li>Admin Office, Parliamentary office (1994-1997)</li> <li>Registration Clerk (1987-1993)</li> </ul>
133	<ul> <li>Certificate/Diploma Wharton Economic Leadership Development</li> <li>Degree BSOCSC</li> </ul>	<ul> <li>Correctional Officer: Custodial Services (1986-1987)</li> <li>Research Assistance; ILRIG</li> <li>Voter Education Coordinator</li> <li>National Organiser; ANC</li> <li>Head of Political Education</li> <li>Ambassador to Cuba; DIRCO</li> <li>Manager; ANC</li> </ul>
134	BComt, UNISA	<ul> <li>Member of Parliament (1999 – 2019)</li> <li>Chairperson of Standing Committee (2004 – 2009)</li> <li>Chairperson of Correctional Services (2009 – 2014)</li> <li>Chairperson ANC Caucus Finance and Administration Committee (2014 – 2019)</li> <li>Chairperson of Adhoc Committee</li> </ul>
135	<ul> <li>Bachelor of Social Science</li> <li>BA Honours Economics</li> <li>Masters in Economics</li> <li>Phd in Economics</li> </ul>	<ul> <li>Professor; School of Public Management, Governance and Public Policy (Jan 2019</li> <li>Director of Parliamentary Budget Office (2013 – 2018)</li> <li>Divisional Executive: Policy and Integration</li> <li>Associate Professor in Graduate School of Public Development</li> <li>Head: Policy, Strategy and Research and Chief Economist</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		Deputy Director General; Limpopo Provincial Government
136	<ul> <li>Masters in Public and Development Management</li> <li>BA Social Science</li> </ul>	<ul> <li>Director and Management Consultant; Sonke Consulting (2002 – 2006)</li> <li>Africa Coordinator &amp; Consultant; International Human Rights Law Group</li> <li>Executive Director (1998 – 2001)</li> <li>Organiser and Education Officer; NUM (1990 – 1991)</li> <li>Research Administrator; Foundation for Research (1987 -1989)</li> </ul>
15/	<ul> <li>Bachelor of Arts (Incomplete 1983)</li> <li>Diploma in Community Adult Education Program</li> <li>Diploma Human Resources</li> </ul>	<ul> <li>Research Administrator; Foundation for Research (1987 -1989)</li> <li>Founder &amp; Executive Director; Ilitha Labantu (1989 – Present)</li> <li>Consultant; Department of Agriculture (2006 – 2008)</li> <li>Board Member; National Development Agency (2008 – 2010)</li> <li>International Fund for Women Empowerment (2018 – Present)</li> <li>Nation to Nation Networking (2017 – Present)</li> </ul>
138	<ul> <li>Bachelor of Arts</li> <li>Diploma in Education</li> <li>•</li> </ul>	<ul> <li>ANC Administrator; Provincial Office (1992 – 1994)</li> <li>Arena Manager at IEC</li> <li>Chairperson of Standing Committee of Local Government, WC Legislature Member (1999 – 2009)</li> <li>MEC for Social Development, WC</li> <li>MEC for Public Works and Transport, WC</li> <li>High Commissioner of RSA to Australia</li> </ul>
139	<ul> <li>B. Soc, UCT (Incomplete)</li> <li>B. Soc Human Resource Management (Incomplete)</li> <li>B.Com Honours</li> <li>Cohorts 5, Executive Business Management</li> </ul>	<ul> <li>Member of Parliament (1994 – 2019)</li> <li>Whip of Portfolio Committee on Defence &amp; Joint Standing (1995 – 2002)</li> <li>Deputy Minister of Human Settlement (2009 – 2019)</li> </ul>
140	<ul><li>Bachelor of Administration</li><li>Honours in Administration</li><li>Advanced Diploma in Management</li></ul>	<ul> <li>Accounting Teacher; Department of Education (1990)</li> <li>Bookkeeper; ANC</li> <li>Internal Auditor; ANC (2000 – 2002)</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	Post grad diploma in Public Policy Management	<ul> <li>Director Management Accounts; Dept of Social Services (2002 – 2004)</li> </ul>
	<ul> <li>Nonprofit Financial Stewardship</li> </ul>	<ul> <li>Director Management Accounts; Dept of Health &amp; Social Services (2004 – 2005)</li> </ul>
		<ul> <li>Finance Manager; ANC (2005 – Current)</li> </ul>
		<ul> <li>Board Member; Disaster Relief Fund (2018 – Present)</li> </ul>
		<ul> <li>Audit Committee; Dept of Social Development (2018 – Present)</li> </ul>
141	• MBA	• CEO, State IT Agency (SITA) (2003 – 2007)
	Bachelors of Science	<ul> <li>Management of Transvaal HR Systems and Financial Management</li> </ul>
		• CEO, SANParks (1997 – 2003)
		<ul> <li>CEO, SA Tourism (1994 – 1996)</li> </ul>
		<ul> <li>Department of Home Affairs (2007 – 2010)</li> </ul>
		<ul> <li>CEO, Oliver &amp; Adelaide Tambo Foundation (2011 – 2015)</li> </ul>
142		<ul> <li>Director , Corplan (1989 – 1992)</li> </ul>
	MBchB	<ul> <li>Programme Manager, Institute for Local Government &amp;</li> </ul>
		Development (1993 – 1994)
	<ul> <li>Regulation of Utilities and Monopolies</li> </ul>	Chief Director, Office of the President, Reconstruction and
		Development Programme (1996 – 1999)
	<ul> <li>Finance for non-financial Managers</li> </ul>	<ul> <li>Director General, Dept of Environmental Affairs and Tourism (1999         <ul> <li>2005)</li> </ul> </li> </ul>
	<ul> <li>Business focused Project Management</li> </ul>	<ul> <li>CEO, Lereko Energy ( 2006 – 2008)</li> </ul>
	<ul> <li>Phd in Philosophy (to be completed 2020)</li> </ul>	<ul> <li>Project Head, UK Foreign &amp; Country Office (2016 – 2017)</li> </ul>
143		
144		
145	<u> </u>	
146	<u> </u>	
147		
148		
149	<ul> <li>National Diploma in Journalism</li> </ul>	<ul> <li>Managing Director, Communications Firm, 2016 - Current</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	Professional Certificate in Government Communication     Marketing	Spokesperson to the President, 2015  December 1. Color 2013
	<ul> <li>Regulation of Utilities and Monopolies</li> <li>Management Advancement Programme</li> </ul>	<ul> <li>Deputy Directo-General, GCIS,2013</li> <li>Dchief Director, Spokesperson for Ministry in the Presidency for Performance, Monitoring and Evaluation, 2009 - 2013</li> </ul>
	Certificate in Handing Media	<ul> <li>Chief Director, GCIS, 2008</li> <li>Senior Communications Officer, GCIS, 2000,2001</li> <li>Director, GCIS, 2006</li> </ul>
150	Bcomm,	<ul> <li>Executive Director, Mix Marketing Agency, 2018 - Current</li> <li>Eeconomic Development Project Manager, EC Socio Economic</li> <li>Consultative Council, 2015 - 2016</li> </ul>
	· Women in Leadership	<ul> <li>Local Economic Development Manager, EC Sociio Economic</li> <li>Consultative, 2012 - 2015</li> <li>Regional Officer, IDC, 2007 - 2008</li> </ul>
151	<ul> <li>MBA</li> <li>Management Advancement Programme</li> <li>Diploma in Business Management</li> <li>Diploma in Financial Management</li> <li>Diploma in Industrail Relations</li> <li>Diploma in Management Development</li> </ul>	<ul> <li>Regional Organiser &amp; Special Project Head, NUM, 1988 - 1991</li> <li>Special Project, NUM, 1991 - 1992</li> <li>Coordinator, NUM MP, 1993 - 1996</li> <li>Coordinator, NUM GP, 1997 - 2004</li> <li>Secretariat Pillar Head, NUM HQ, 2005 - 2011</li> </ul>
152	<ul> <li>Higher Diploma in Economics, University of London (Current)</li> <li>Hons in Economics, Incomplete</li> <li>B-Tech in Education</li> </ul>	<ul> <li>Educator, WC Joe Slovo High School, 1996 - 1997</li> <li>Educator/Lecturer, Leaf College of Commerce Engineering, 1997 - 2000</li> <li>Parlimentary Officer, National Youth Commission, 2000 - 2003</li> </ul>
	Diploma in Education Commerce	<ul> <li>Member of Parliament, 2004 - 2009</li> <li>Head of Office, Ministry of Police, 2009 - 2011</li> <li>Research &amp; Speech Writer, Ministry of Sports &amp; Recreation</li> <li>Member of Parliament 2014</li> <li>Duputy Minister of Police, Ministry of Police, 2017 - Date</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
153	<ul> <li>Bed Hons Education Management</li> <li>Diploma in Educational Management</li> <li>Teachers Diploma in Senior Primary Education</li> <li>Matric, Nirvana Secondary School</li> </ul>	<ul> <li>Lecturer Adult Education, Apex Branch, 1993 - 1998</li> <li>Cash Teller &amp; Administrative Work, United Buikding Society</li> <li>Educator, Apex Primary School, 1985 - 2012</li> <li>Head of Department, Apex Primary School, 2012 - Current</li> <li>Member of SADTU, ANC, Presiding Campaign Officer 1994</li> </ul>
154	<ul> <li>Master of Town &amp; Regional Planning</li> <li>Master of Public Administration</li> <li>BA Hons Mass Communication</li> </ul>	<ul> <li>ANC DIP, Angola, Madagascar, Zambia, Tanzania, 1978 - 1992</li> <li>Head of New at Transkei Broadcasting Corporation, 1993</li> <li>Media Liason Officer at SA Air Force HQ, 1995</li> <li>Senior Manager of External Comm as Eskom Megawatt Park, 1998 - 2002</li> </ul>
	<ul> <li>SA Air Force College 1995</li> </ul>	<ul> <li>Town Planner &amp; Property Developer, 2002 - Date</li> </ul>
155	<ul> <li>PhD in Communication</li> <li>MA in Journalism</li> <li>Diploma in International Relationals</li> </ul>	<ul> <li>Radio Journalist Freedom of ANC 1976 - 1978</li> <li>Journalist with External Service of Radio Sofia, 1980 - 1989</li> <li>Information Officer in ANC Sydney and Australia, 1989 - 1991</li> <li>Journalist at SABC Radio, 1992 - 1995</li> <li>Diplomat with DIRCO, 1996 - 2000</li> <li>Counsellor at SA Embassy in Brussels, 2000 - 2005</li> <li>Counsellor at SA Embassy in Luanda, Angola</li> <li>Head, SABC Int News, 2006 - 2010</li> <li>Senior Researcher, Legacy Projects, 2013 - 2016</li> <li>Present Copy Editor, ANC HQ, 2019 - Present</li> </ul>
156		<ul> <li>Pharmacist, Zimbabwe, 1986 - 1991</li> <li>Research Officer, Centre of Health, 1991 - 1995</li> <li>Chief Director of Registration, Dept of Health, 1995 - 1999</li> <li>Managing Director &amp; Deputy Chief Executive, Vuna Healthcare, 1999 - 2002</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>New Business Development Manager, Clinix Health Group, 2002 - 2004</li> <li>Vice President, Viral Genetics, 2006 - 2007</li> <li>Dupty Regional Technical Advisor, Lesotho, 2007 - 2011</li> <li>County Director, SIAPS, 2011 - 2016</li> <li>Consultancies in Pharmacceutical Policy &amp; Systems &amp; Strength, 2017 - Date</li> </ul>
157	Masters in Arts Degree, Psychology & Contemporary Studies	Sales & Marketing, Gillette SA, 1994 - 1995
	Milton High School, 1987	<ul> <li>Direct Sales &amp; Marketing, Industrail Sales, BP SA, 1997 - 1998,</li> <li>1998 - 1999</li> </ul>
		<ul> <li>Sales &amp; Marketing Manager, SAB, 1999 - 2001</li> </ul>
		<ul> <li>Occasions Based Marketing Manager, Sales &amp; Marketing Manager, SAB, 2001 - 2003</li> </ul>
		National Market Development Manager, Old Mutual 2003 - 2004
		<ul> <li>General Manager Market, Vice PresidentInt Sales, SAA, 2004 - 2005, 2005 - 2007</li> </ul>
		<ul> <li>Executive Director Motorola SA, Managing Director, Motorola,</li> <li>2007 - 2012, 2012 - 2016</li> </ul>
		• Founder, Value ED, 2009 - Present
		Chief Commercial Officer, Adcorp Holdings Group, 2018 - 2019
		<ul> <li>Executive Director, Stanton Chase, 2016 - Date</li> </ul>
158	MCom in Logistics	Founder & CEO, LPG Holdings (Pty), 2018 - Date
	• MPhil (Philosophie)	<ul> <li>Manager, Strategic Enterprise &amp; Supplier Development, 2017 -</li> <li>2018</li> </ul>
	<ul> <li>Post Grad in Managrement Studies</li> </ul>	<ul> <li>Founder &amp; Executive Chairman, LPG Holdings, 2014 -2017</li> </ul>
	<ul> <li>National Diploma in Cost &amp; Management Acc</li> </ul>	<ul> <li>Head of Transport &amp; Logistics, Cargill RSA, 2014</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Stategic Execution Coarse, UP</li> <li>Certificate in Transport &amp; Logistics</li> <li>Certificate in Corporate Goverance</li> <li>Ernst &amp; Young, Payment Fraud &amp; Cyber Crime</li> </ul>	<ul> <li>Group Manager &amp; Head of Logistics, Project Head of Logistics Business Improvement, Arcelormittal 2010 - 2014</li> <li>Founder &amp; CEO, LPG Holdings 2009 - 2010, 2006 - 2008</li> <li>CEO, Cross Boarder Road Transport Agency, 2008 - 2009</li> <li>Executive Manager Operations, Transnet SOC, 1999 - 2006</li> </ul>
159	<ul> <li>Security Management Diploma, Algonquin College, Canada</li> <li>Post Diploma Info Systems Security, Canada</li> <li>Fashion Design, Lisof (Incomplete)</li> </ul>	<ul> <li>Founder, CEO &amp; Creative Director, Oscar &amp; Rose (Pty) Ltd, 2015 - Date</li> <li>Founder &amp; CEO, Sashay Boutique, 2007 - 2009</li> <li>Info Communication Technology Junior Security Specialist, SARB, 2001 - 2004</li> <li>Info Security Analyst, State Info Technology Agency, 2000 - 2001</li> </ul>
160	<ul> <li>Pre- Phd, Rhodes 2018</li> <li>Masters in Public Administration</li> <li>Coarses; Info Technology, Theories of Leadership, Project Management, Public Finance Management, Public Policy, Monitoring &amp; Evaluation, Research Methodology</li> </ul>	<ul> <li>Has lived in Zambia, Sweden &amp; Canada</li> <li>MEC, EC Sports Recreation Arts &amp; Culture, Provincial Gender Machinery Chairperson, 2018 - 2019</li> <li>EC Provincial Legislature, 2004 - 2018</li> <li>Deputy Speaker, 2010 - 2018,</li> </ul>
	<ul> <li>Advanced Cert in Goverance &amp; Public Leardship, WITS</li> <li>Higher Diploma in Education</li> </ul>	<ul> <li>Deputy Chief Whip, EC, 2009 - 2010</li> <li>Chairperson of Education Committee, EC, 2008 - 2009</li> <li>Deputy Director, Special Programmes Unit, Dept Economic Development</li> <li>Teacher, 1991 - 2000</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
161	<ul> <li>BA Arts, Free State</li> <li>Post Grad Diploma in Goverance</li> <li>Higher Certificate in Goverance</li> </ul>	<ul> <li>Housing Manager, Mangaung Local Municipality, 1998 - 2005</li> <li>Chairperson of Public Works Portfolio Committee, 2006 - 2009</li> <li>Chiefwhip, Free State Legislature, 2009 - 2014</li> <li>MP, 2014 - 2019</li> </ul>
162	<ul> <li>Travel Certificate IATA</li> <li>Matric, Rosebank College, Cape Town</li> </ul>	<ul> <li>Computer Operator, SASOL Secunda, 1986 - 1992</li> <li>Sales Rep, Rittle Marketing, 1993 - 1994</li> <li>Sales Rep, World Travel, 1994 - 1995</li> <li>Innovation Trainer &amp; Faciliator, Discovery Training, 1996 - 2011</li> <li>Discretionary Grant Manager, LGWSETA, 2002</li> <li>Chief Community Development, Govan Mbeki Muncipality, 2003 - 2009</li> <li>MP, 2009 - 2019</li> <li>Chairperson of Trade &amp; Industry Sub Committee on Debt Relief, 2017 - 2018</li> <li>SACP, Central Committee Member, 2012 - Present</li> </ul>
163	<ul> <li>Matric, Makabelane High</li> <li>Leadership Roles, Labour Relations &amp; Rep of Members, Ditsela &amp; CCMA</li> </ul>	<ul> <li>Admin Clerk, Dept of Education Qwaqwa, 1989 - 2008</li> <li>FS Provincial Secretary, National Education Health &amp; Allied Workers Union, 2008 - 2013</li> <li>Deputy General Secretary, NEHAWU, 2013 -2014</li> <li>Ideology &amp; Training Officer, NEHAWU, 2017 - 2020</li> <li>Branch Secretary, NEHAWU, 1990 - 1995</li> <li>Maluti Regional Secretary, NEHAWU, 1995 - 2002</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		Provincial Chairperson, NEHAWU, 2002 - 2008
164	N2 - Basting Certificate, Welkom Technicon College	Minister of Argriculture, Forestry & Fisheries, 2014 - 2018
	Matric, 1978	<ul> <li>Safety Officer, AngloGold Ashanti, 1994 - 2014</li> <li>Dchairperson of SACP, 2016</li> <li>Deputy President of Industry All Federation, 2013 - 2014</li> <li>President of Sub-Saharan African Region of Int Chemical Energy Mineworkers</li> <li>President of National Union of Mineworkers, 2000 - 2014</li> <li>Chairperson of Welkom Council, 1996</li> </ul>
165	<ul> <li>Master of Commerce, Cum Laude</li> <li>Masters in Public &amp; Development Management</li> </ul>	<ul> <li>Advisor to Min of Public Enterprise, Present</li> <li>Part-time Advisor to Min of Higher Education, Trainin, Science &amp; Technology, 2019 (Aug - Nov)</li> </ul>
	<ul> <li>Post Graduate Diploma in Public Policy &amp; Development Management</li> </ul>	Deputy Minister of Economic Development & MP, 2014 - 2019
	<ul> <li>Cert of Competance on a Provincial Government in Transition Executive Programme</li> </ul>	<ul> <li>MPL Mpumalanga, 2004 - 2014, MEC for Finance, COGTA, Human Settlements, Public Works, Agriculture &amp; Land and Culture, Sports &amp; Recreation</li> </ul>
	Cert of Competance in Public Service Management	<ul> <li>Director of Communication in Premiers Office and Spokesperson,</li> <li>1994 - 2000</li> </ul>
	<ul> <li>Cert of Competance on Change &amp; Performance</li> <li>Management in Public Sector Reform</li> </ul>	Director of Policy & Strategic Management, 2000 - 2004
	<ul> <li>Cert of Attendance in Coprorate Goverance by executives</li> </ul>	Executive Director of Masincazelane Investment Pty, Unpaid
		Chairperson of Board of Directors of Petroleum Agency SA
166	MBA (Current)	<ul> <li>Board Member (Member of Audit &amp; Risk, Fiance &amp; Remunerains &amp; Nominations Committes), SA Forestry Company, 2018 - Present</li> </ul>
	Post Graduate Diploma in General Management	Board Member, Airports Company SA, 2018 - Present

NO.	QUALIFICATION	WORK EXPERIENCE
	Cert in Cybersecurity	Board Member, Venezuela (SA Chamber or Commerce), 2018 - Present
	<ul> <li>Bachelor of Social Science in Politics &amp; Economics</li> </ul>	<ul> <li>Board Member, NYDA, 2017 - 2020</li> </ul>
	Matric	National Council, National Forests Advisory Council, 2015 - 2018
	• Training in Corp Govance, Director, Ethics, Finance for Directors, IT Goverance, Risk Management & Public Finance Management Act	President, Pan African Youth Union, 2013 - 2015
		Executive Director of Masincazelane Investment Pty, Unpaid
		Director Stakeholder Management, Office of the Minister of
		Higher Education & Training, 2020 to prsent
		<ul> <li>Deputy Executive Chairman, NYDA, 2009 - 2012</li> </ul>
		• Executive Chairman, NYDA, 2013 - 2016
		National Committee, SA Union of Students, 2006 - 2009
167	1	Strategic Advisor Services in Argriculture & Fisheries, Nov 19 -
	Global Labour University	Present
		Chairperson of SACP WC, 2015 - Present
	Cert Education Methodologies & Labour Education	<ul> <li>Special Advisor, Ministry of Agriculture, Forestry &amp; Fisheries,</li> <li>2014 - 2018</li> </ul>
	<ul> <li>Cert Danlep Organiser, Educator, Political Economy ,</li> </ul>	<ul> <li>Labour Coordinator &amp; Agri-Business, 2009 - 2014SA Wine</li> </ul>
	Organisational Development	Industry Trust, 2009 - 2014
	<ul> <li>Cert Employment and Social Security Law &amp; Adult</li> </ul>	<ul> <li>COSATU, Provincial Educator, 1997 - 2000</li> </ul>
	Education	
	<ul> <li>Cert Development Studies</li> </ul>	<ul> <li>Programme Officer &amp; Provincial Programme Manager,</li> </ul>
		Development Institute for Training, Support, Education for Labour
	Cert Youth Leadership Training	Provincial Organise, SA Democratic Teachers Union, 1993 - 1997
	Cert Fine & Commercial Arts	<ul> <li>Youth Organiser, Western Province Council of Churches, 1987 -</li> <li>1992</li> </ul>
		Commercial Artist, Puma Pty Cape Town, 1983 - 1986
168	Master of Law	<ul> <li>Political Imprisoment, Robben Island 1983 - 1991</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul> <li>Bachelor of Law</li> <li>Bachelor of Arts</li> <li>Post Grad Diploma in Management Practice</li> </ul>	<ul> <li>ANC Whip, Chairperson of Committees on Public Enterprise, DTI &amp; Public Works</li> <li>Convener of ANC Parliamentry Economic Cluster &amp; Political Committee</li> <li>Deputy Minister of Public Enterprise, 2011 - 2012</li> <li>Minister of Transport, 2012 to 2013</li> <li>Minister of Energy, 2013 - 2014</li> <li>Deputy Minister of Public Enterprise, 2017 - 2018</li> </ul>
169	<ul> <li>N3Technical Matric</li> <li>Diploma in Accounting &amp; Business</li> <li>Advanced Workbook Excel, Waiting for Results</li> <li>Primary Health Care Services Management, Wits (PMDS)</li> <li>Management Accounting Finance, Varsity College</li> <li>Short Courses, Customer Service, Cashier Course, Sales Training, Credit Control Seminiar, Financial Administration, Leadership Skille, Meeting Procedure &amp; Report Back, Labour Relations Act, Employment Equity Act, Gender Studies, Sexual Harrassment, Domestic Violence, TV Production, Basic Conditions of Employment, Political Economy, Parental Rights, Counselling</li> </ul>	<ul> <li>workmens's Compensation Fund Clerk, Dept of Labour</li> <li>Sales Rep, Old Mutual</li> <li>Credit Controller, Ellerines Holdings</li> <li>PA to Provincial Secretary, COSATU NW</li> <li>PEC Member, SACP NW Province</li> <li>Councillor and then later MMC, Kerksdorp City Council (Chairperson for Health Portfolio Committee, Finance, Audit &amp; Fresh Produce Market</li> </ul>
		<ul> <li>MEC Sports, Arts &amp; Culture</li> <li>MP, Portfolio Committee for Home Affairs</li> <li>Head of Office for the Deputy Minister, Economic Development Dept</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
170	COSC O Levels, Swaziland	Clerk, Matsieng Development Trust, Royal Palace Lesotho, 1975
	<ul> <li>London University 0 Levels, Lesotho</li> </ul>	<ul> <li>Management Trainee, Lesotho Hotels, 1976</li> </ul>
	<ul> <li>Diploma Institute of Tourism &amp; Hotel Management, Austria</li> </ul>	<ul> <li>Manager Molimo Nthuse Lodge, 1978</li> </ul>
	Cert Lausanne Hotel School, Switzerland	<ul> <li>Development Officer, National Sports Congress, Johannesburg,</li> <li>1991 - 1993</li> </ul>
	Masters in Tourism, Rome, Italy	<ul> <li>Executive Director Southern Africa Tourism Services</li> <li>Associations, Sandton, 1994 - 1995</li> </ul>
	<ul> <li>Cert in Commerce, French Ministry of Finance,</li> <li>Econoomy &amp; External Trade</li> </ul>	<ul> <li>Vice Chairman Gauteng Tourism Authority &amp; Jhb Tourism Council, 1995</li> </ul>
		<ul> <li>Charge de Mission, Fresnch Trade Commission, Sandton</li> <li>Charge de Mission, Fresnch Trade Commission, Sandton, 1997 -</li> <li>2000</li> </ul>
		<ul> <li>Charge de Mission, Fresnch Trade Commission, Sandton, 1997 -</li> <li>2000</li> </ul>
		<ul> <li>Special Projects in Free State, NW &amp; Midrand, 2011 - 2014</li> <li>Evaluation Mission to France &amp; Burkino Faso for DBSA &amp; FDA, 2015</li> </ul>
		<ul> <li>Coal Broker for Congolese Clients exporting to China, 2018</li> <li>Student Activist, Paris 14th District, 1980</li> </ul>
		<ul> <li>Assisted Cde Benny de Bruyn ANC Chief Representatives in Rome, 1987 - 1990</li> </ul>
		<ul> <li>Founder of ANC Branch in Sandton, 1994 - 2015</li> </ul>
		Played Various diplomatic roles over the years
171	Masters in Goverance & Political Transformation	<ul> <li>Speaks Sesotho, English, French, German and Italian</li> <li>Speaker, NW Legislature, 1994 - 1999</li> </ul>
	<ul> <li>Wasters in Goverance &amp; Pointcai Transformation</li> <li>Diploma in Project Planning &amp; Management</li> </ul>	• ANC NW PEC, 1998 - 2005
	<ul> <li>Diploma Leaders in Development</li> </ul>	<ul> <li>Deputy Chairperson of ANC NW, 1998 - 2005</li> </ul>
	Diploma Senior Management in Government	SACP Central Committee Member, 1998 - Date
	Diploma in Accounting	<ul> <li>MEC COGTA, Public Works, Transport, 1999 - 2007</li> </ul>

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul> <li>MP, 2009 - 2014</li> <li>Chairperson of ANC Caucus, Chairperson of Portfolio Committee for Rural Development and Land Reform, 2011 - 2014</li> <li>Lead process of consultation with regards the reopening of land claims, 2012</li> <li>Advisor to Min of Agriculture, Forestry &amp; Fisheries, 2014 - 2019</li> </ul>
		<ul> <li>Regional Education Officer, NUMSA, 1988 - 1991</li> </ul>
		<ul> <li>National Organiser, NUMSA, 1993 - 1994</li> </ul>